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Human resources management

Composition of the Secretariat

Report of the Secretary-General

Summary

The present annual report of the Secretary-General on the composition of the Secretariat is submitted pursuant to General Assembly resolutions concerning human resources management, the most recent of which are resolutions 57/305, 59/266, 60/238, 61/244 and 63/250.

The analysis of the workforce of the global Secretariat reflects the current trends over the period from 1 July 2008 to 30 June 2009. The report considers all staff (39,978) of the Secretariat, regardless of type and length of contract. Separately analysed are the workforce characteristics of staff with an appointment of one year or longer under the 100 series of the Staff Rules (13,270) and staff under the system of desirable ranges in posts subject to geographical distribution (2,809).

The Secretary-General invites the General Assembly to take note of the present report.

* A/64/150.

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Contents

		Page
	Abbreviations and acronyms	5
I.	Introduction	9
II.	Composition of the United Nations Secretariat	10
	A. Global analysis of Secretariat staff	10
	B. Staff of the Secretariat and related entities in the United Nations system	22
	C. Analysis of United Nations Secretariat staff on contracts of one year or longer under the 100 series of the Staff Rules	24
	D. Staff subject to the system of desirable ranges	35
III.	Geographical representation at the senior and policymaking levels of the Secretariat	44
IV.	Implementation of human resources action plans	45
V.	Conclusion	47

Tables

1.	Staff under contract with the United Nations Secretariat by location, category and series of the Staff Rules as at 30 June 2009	11
2.	Staff of the Secretariat and related entities in the United Nations system by category and source of funds as at 30 June 2009	23
3.	Turnover indices, 1 July 2008-30 June 2009	33
4.	Distribution of staff subject to geographical distribution among developing countries, developed countries and countries with economies in transition, 2005-2009	39
5.	Female staff by level in posts subject to geographical distribution and posts with special language requirements	41
6.	Staff newly appointed to posts subject to geographical distribution by gender, grade and number of nationalities represented, 1 July 2008-30 June 2009	41
7.	National competitive examination placement by entity, 1 July 2008-30 June 2009	43

Figures

I.	Staff under contract with the United Nations Secretariat by location as at 30 June 2009	13
II.	Staff under contract with the United Nations Secretariat by location, category and series of the Staff Rules as at 30 June 2009	14
III.	Secretariat staff by category as at 30 June 2009	15
IV.	Distribution of staff in the Professional and higher categories by level as at 30 June 2009	16
V.	Distribution of staff in the General Service category by level as at 30 June 2009	17
VI.	Representation of female staff in the Professional and higher categories as at 30 June 2009	19
VII.	Distribution of staff by gender and age as at 30 June 2009	20
VIII.	Staff distribution by type of appointment as at 30 June 2009	21

IX. Staff of the Secretariat and related entities of the United Nations with an appointment of one year or longer as at 30 June 2009 24

X. Number of staff holding contracts of one year or longer under the 100 series of the Staff Rules by entity as at 30 June 2009 25

XI. Distribution of staff holding a 100-series appointment of one year or longer by gender and age as at 30 June 2009 28

XII. Distribution of staff holding a 100-series appointment of one year or longer by age as at 30 June 2009 29

XIII. Recruitment of staff under the 100 series of the Staff Rules by category and gender, 1 July 2008-30 June 2009 31

XIV. Separations of staff holding a 100-series appointment of one year or longer by gender, 1 July 2008-30 June 2009 32

XV. Anticipated retirements of staff holding a 100-series appointment of one year or longer by category, 2009-2013 34

XVI. Representation of Member States, 2005-2009 37

XVII. Proportion of female and male staff in posts subject to geographical distribution, 2005-2009 40

XVIII. Anticipated retirements by category for staff under the system of desirable ranges, 2009-2013 44

Annexes

I. System of desirable ranges 48

II. Comprehensive statistical tables 50

A.1 Staff under contract with the United Nations Secretariat by nationality, category and gender as at 30 June 2009 50

A. All staff 50

B. Staff appointed under the 100 series of the Staff Rules with an appointment of one year or longer 57

A.2 All staff under contract with the United Nations Secretariat by department, category and gender as at 30 June 2009 63

A.3 Staff in posts subject to geographical distribution by nationality, grade and gender as at 30 June 2008 and 30 June 2009 67

A.4 Staff in posts subject to geographical distribution by nationality and type of appointment as at 30 June 2008 and 30 June 2009 75

A.5 Appointments to posts subject to geographical distribution by nationality, grade and gender, 1 July 2008-30 June 2009 82

A.6 Changes in staff in posts subject to geographical distribution by nationality, type of appointment and gender as at 30 June 2009 88

A.7 Staff in posts with special language requirements by nationality, grade and gender as at 30 June 2009 94

A.8 Desirable range and weighted distribution of staff in posts subject to geographical distribution and weighted staff position as at 30 June 2009 100

A.9 Gender distribution of staff in the United Nations Secretariat by department or office and grade as at 30 June 2009 106

A. Staff in the Professional and higher categories in posts subject to geographical distribution 106

B. Staff in the Professional category in posts with special language requirements 108

A.10 Staff at senior levels in posts subject to geographical distribution by nationality and grade as at 30 June 2009 110

A.11 Methodology for deriving weighted ranges 118

Abbreviations and acronyms

AMISOM	African Union Mission in Somalia
BINUB	United Nations Integrated Office in Burundi
BONUCA	United Nations Peacebuilding Support Office in the Central African Republic
CNMC	Cameroon-Nigeria Mixed Commission
CTED	Counter-Terrorism Committee Executive Directorate
DESA	Department of Economic and Social Affairs
DFS	Department of Field Support
DGACM	Department for General Assembly and Conference Management
DM	Department of Management
DM/CMP	Capital Master Plan Office
DM/OCSS	Office of Central Support Services
DM/OHRM	Office of Human Resources Management
DM/OPPBA	Office of Programme Planning, Budget and Accounts
DM/OUSG	Office of the Under-Secretary-General
DM/SECCOM	Secretariats of the Fifth Committee, the Advisory Committee on Administrative and Budgetary Questions, the Board of Auditors and Panel of External Auditors and the Independent Audit Advisory Committee
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DSS	Department of Safety and Security
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia

ETHICS	Ethics Office
FM/DFS	Field missions administered by the Department of Field Support
FPMS	Field Personnel Management System
ICJ	International Court of Justice
ICSC	International Civil Service Commission
ICT	Office of Information and Communications Technology
ICTR	International Criminal Tribunal for Rwanda
ICTY	International Tribunal for the Former Yugoslavia
IMIS	Integrated Management Information System
INTERORG	Inter-organizational bodies, including the secretariat of the Joint Inspection Unit
ITC	International Trade Centre UNCTAD/WTO
LRA	Office of the Special Envoy of the Secretary-General for Lord's Resistance Army-affected Areas
MINURCAT	United Nations Mission in the Central African Republic and Chad
MINURSO	United Nations Mission for the Referendum in Western Sahara
MINUSTAH	United Nations Stabilization Mission in Haiti
MONUC	United Nations Organization Mission in the Democratic Republic of the Congo
MSTAH	Mission staff temporarily assigned to Headquarters
OAJ	Office of Administration of Justice
OCHA	Office for the Coordination of Humanitarian Affairs
ODA	Office for Disarmament Affairs
OHCHR	Office of the United Nations High Commissioner for Human Rights
OHRLLS	Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States
OIOS	Office of Internal Oversight Services
OLA	Office of Legal Affairs

OMBUDSMAN	Office of the Ombudsman
OSAA	Office of the Special Adviser on Africa
OSLA	Office of Staff Legal Assistance
OSRSG/CAAC	Office of the Special Representative of the Secretary-General for Children and Armed Conflict
RC/NY	Regional Commissions New York Office
ROL	Rule of Law Unit
SASG	Office of the Special Adviser of the Secretary-General on Cyprus
SESG	Office of the Special Envoy for the Great Lakes region
UNAMA	United Nations Assistance Mission in Afghanistan
UNAMI	United Nations Assistance Mission for Iraq
UNAMID	African Union-United Nations Hybrid Operation in Darfur
UNAT	United Nations Administrative Tribunal and its secretariat
UNCC	United Nations Compensation Commission
UNCTAD	United Nations Conference on Trade and Development
UNDOF	United Nations Disengagement Observer Force
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNFICYP	United Nations Peacekeeping Force in Cyprus
UNFIP	United Nations Fund for International Partnerships
UNFPA	United Nations Population Fund
UN-Habitat	United Nations Human Settlements Programme
UNHCR	Office of the United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNIFIL	United Nations Interim Force in Lebanon
UNIIIC	United Nations International Independent Investigation Commission
UNIPSIL	United Nations Integrated Peacebuilding Office in Sierra Leone
UNITAR	United Nations Institute for Training and Research

UNJSPF	United Nations Joint Staff Pension Fund
UNLB	United Nations Logistics Base in Brindisi, Italy
UNMIK	United Nations Interim Administration Mission in Kosovo
UNMIL	United Nations Mission in Liberia
UNMIN	United Nations Mission in Nepal
UNMIS	United Nations Mission in the Sudan
UNMIT	United Nations Integrated Mission in Timor-Leste
UNMOGIP	United Nations Military Observer Group in India and Pakistan
UNOCI	United Nations Operation in Côte d'Ivoire
UNODC	United Nations Office on Drugs and Crime
UNOG	United Nations Office at Geneva
UNOGBIS	United Nations Peacebuilding Support Office in Guinea-Bissau
UNOMIG	United Nations Observer Mission in Georgia
UNON	United Nations Office at Nairobi
UNOPS	United Nations Office for Project Services
UNOTIL	United Nations Office in Timor-Leste
UNOV	United Nations Office at Vienna
UNOWA	United Nations Office for West Africa
UNPOS	United Nations Political Office for Somalia
UNRCCA	United Nations Regional Centre for Preventive Diplomacy for Central Asia
UNSCO	Office of the United Nations Special Coordinator for the Middle East Peace Process
UNSCOL	Office of the Special Coordinator of the Secretary-General for Lebanon
UNSOA	United Nations Support Office for the African Union Mission in Somalia
UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
UNU	United Nations University
UNTSO	United Nations Truce Supervision Organization

I. Introduction

1. The present annual report of the Secretary-General on the composition of the Secretariat is submitted pursuant to General Assembly resolutions concerning human resources management, the most recent of which are resolutions 57/305, 59/266, 60/238, 61/244 and 63/250. The report, covering the period from 1 July 2008 to 30 June 2009, provides information on important demographic characteristics of the Secretariat and the system of desirable ranges for the geographical distribution of staff (see annex I).

2. To present a snapshot of the global Secretariat staff, the population of the current report includes all staff with valid contracts[1] as at 30 June 2009, irrespective of source of funding, type of appointment, duration of contract, level or duty station. Staff included in the analysis are those serving at headquarters duty stations (Geneva, Nairobi, New York and Vienna), at the regional commissions (Economic Commission for Africa, Economic Commission for Europe, Economic Commission for Latin America and the Caribbean, Economic and Social Commission for Asia and the Pacific and Economic and Social Commission for Western Asia), in field locations where they are administered by the Department of Economic and Social Affairs, the Department of Political Affairs, the Department of Public Information, the Office for the Coordination of Humanitarian Affairs, the Office for Disarmament Affairs, the Office of the United Nations High Commissioner for Human Rights, the Office of Internal Oversight Services, the United Nations Conference on Trade and Development, the United Nations Environment Programme, the United Nations Human Settlements Programme (UN-Habitat) and the United Nations Office on Drugs and Crime, in field missions administered by the Department of Field Support and at the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda.

3. For analytical purposes, the data are reviewed in several categories as at 30 June 2009: (a) the global staff of the Secretariat (39,978 active staff) with contracts of varying durations; (b) 32,389 staff with contracts of one year or longer; (c) 13,270 staff appointed under the 100 series of the Staff Rules with contracts of one year or longer; and (d) 2,809 staff in posts subject to geographical distribution in the Secretariat.

4. Of the 32,389 staff with contracts of one year or longer, 13,270 staff are those who went through the full competitive process and were appointed under the 100 series of the Staff Rules.

5. Section II.A of the present report provides an analysis of all staff (39,978 staff) by category and grade, department or office, nationality, gender, age and type of appointment as at 30 June 2009.

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[1] The authority of the Secretary-General to appoint staff derives from Article 101, paragraph 1, of the Charter of the United Nations, which states: "The staff shall be appointed by the Secretary-General under regulations established by the General Assembly". The principles governing the recruitment and employment of staff are derived from Article 101, paragraph 3, of the Charter, which reads: "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible."

6. Section II.B presents information related to staff with contracts of one year or longer (32,389 staff) and compares staffing levels in various United Nations organizations, funds and programmes.

7. Section II.C contains an analysis of staff with appointments of one year or longer under the 100 series of the Staff Rules (13,270 staff).[2] The analysis considers such demographic characteristics as type of appointment, length of service, age, staff movements (recruitment, promotions, separation, mobility, turnover, etc.) and anticipated retirements in the coming five years (July 2009-December 2013). Demographic information as at 30 June 2009 is provided. Information on staff movements covers the period from 1 July 2008 to 30 June 2009. Data in the report are drawn from the Integrated Management Information System and the Field Personnel Management System and data provided by other organizations or entities of the common system.

8. Section II.D provides information on the system of desirable ranges for the geographical distribution of staff. It contains information on the methodology used for calculating the desirable ranges and focuses on staff appointed under this system (2,809 staff). This group consists of staff appointed by the Secretary-General at the Professional and higher categories for a duration of one year or longer to posts financed from the regular budget and excludes staff appointed to the secretariats of subsidiary programmes, funds and organs with special status in matters of appointment. An analysis is provided of the main characteristics of these staff and changes over time in the population. The section also contains a forecast of expected staff retirements in the next five years and an updated analysis of the level of underrepresentation of Member States.

9. Section III provides information on the geographical representation of staff at the senior and policymaking levels of the Secretariat, as requested by the General Assembly in its resolution 61/244.

10. Section IV provides information on the status of implementation of human resources action plans.

11. The list of staff of the United Nations Secretariat, which is published as a separate document (ST/ADM/R.64), identifies staff by organizational entity, functional title, level, nationality and contractual status as of 1 July 2009.

II. Composition of the United Nations Secretariat

A. Global analysis of Secretariat staff

12. The global United Nations Secretariat comprises all staff with contracts under the 100, 200 or 300 series of the Staff Rules. As at 30 June 2009, staff internationally and locally recruited in the United Nations Secretariat, including staff on an appointment of less than one year, numbered 39,978 under contract with

[2] This excludes all staff on contracts under the 200 and 300 series of the Staff Rules, staff on 100-series contracts with appointments limited to mission service and staff in the following categories: Field Service, national officers, language teachers and public information assistants. It also excludes staff recruited locally for mission service, staff on "when actually employed" or "one dollar a year" contracts and staff of the international tribunals for the former Yugoslavia and Rwanda.

the Secretariat under the 100, 200 or 300 series of the Staff Rules (see table 1). Excluded are 172 staff on special leave without pay and 53 staff on secondment to other organizations. Figure I illustrates the Secretariat population by location; figure II illustrates the same population by location, category and series of the Staff Rules.

13. Table A.1 of annex II presents total staff under contract with the United Nations Secretariat as at 30 June 2009 (39,978), by nationality, gender and category. The number of staff in the Professional and higher categories is 11,554, of whom 7,612 have appointments under the 100 series of the Staff Rules, 1,406 under the 200 series and 2,536 under the 300 series. Staff in the General Service and related categories number 28,424, or 71.1 per cent of the total. Staff in field missions administered by the Department of Field Support number 21,746, representing 54.4 per cent of the global Secretariat workforce.

Table 1

Staff under contract with the United Nations Secretariat by location, category and series of the Staff Rules as at 30 June 2009

(Population: 39,978)

	Professional and higher categories				*General Service and related categories*			
	100	*200*	*300*	*Subtotal*	*100*	*300*	*Subtotal*	*Total*
Headquarters[a]								
Contract for less than one year	111	18	197	326	189	174	363	689
Contract for one year or longer	4 646	668	516	5 830	5 581	136	5 717	11 547
Subtotal	**4 757**	**686**	**713**	**6 156**	**5 770**	**310**	**6 080**	**12 236**
Regional commissions[b]								
Contract for less than one year	15	3	47	65	71	35	106	171
Contract for one year or longer	680	109	84	873	1 537	12	1 549	2 422
Subtotal	**695**	**112**	**131**	**938**	**1 608**	**47**	**1 655**	**2 593**
Peacekeeping missions								
Contract for less than one year	3	0	245	248	844	3 172	4 016	4 264
Contract for one year or longer	1 116	2	1 411	2 529	5 639	9 314	14 953	17 482
Subtotal	**1 119**	**2**	**1 656**	**2 777**	**6 483**	**12 486**	**18 969**	**21 746**
Other field locations[c]								
Contract for less than one year	2	4	1	7	15	1	16	23
Contract for one year or longer	353	602	33	988	448	11	459	1 447
Subtotal	**355**	**606**	**34**	**995**	**463**	**12**	**475**	**1 470**
Tribunals[d]								
Contract for less than one year	14	0	0	14	40	0	40	54

	Professional and higher categories				*General Service and related categories*			
	100	*200*	*300*	*Subtotal*	*100*	*300*	*Subtotal*	*Total*
Contract for one year or longer	672	0	2	674	1 189	16	1 205	1 879
Subtotal	**686**	**0**	**2**	**688**	**1 229**	**16**	**1 245**	**1 933**
Total active staff	**7 612**	**1 406**	**2 536**	**11 554**	**15 553**	**12 871**	**28 424**	**39 978**
Other								
Staff on special leave without pay	89	5	2	96	76		76	172
Staff on secondment to other entities	47	2	0	49	4	0	4	53
Total other staff	**136**	**7**	**2**	**145**	**80**	**0**	**80**	**225**
Total staff under contract	**7 748**	**1 413**	**2 538**	**11 699**	**15 633**	**12 871**	**28 504**	**40 203**

[a] Geneva, Nairobi, New York and Vienna.
[b] ECA, ECE, ECLAC, ESCAP and ESCWA.
[c] Other field locations: staff of DESA, DPA, DPI, OCHA, OHCHR, OIOS, UNCTAD, UNEP, UN-Habitat and UNODC at non-headquarters duty stations.
[d] ICTY and ICTR.

Figure I
Staff under contract with the United Nations Secretariat by location as at 30 June 2009

Population[a]
- √ 39,978 staff members

By location
- √ 12,236 staff members at headquarters[b]
- √ 2,593 staff members at regional commissions[c]
- √ 21,746 staff members in peacekeeping missions
- √ 1,470 staff members in other field locations[d]
- √ 1,933 staff members in the tribunals[e]

Source: IMIS and FPMS.

[a] Staff on all types of contract. Includes internationally and locally recruited staff, regardless of length of contract. Excludes United Nations international and local staff administered by UNDP and UNOPS. Also excludes staff on special leave without pay (172) and staff on secondment to other entities (53).

[b] Headquarters: Geneva, Nairobi, New York and Vienna.

[c] Regional commissions: ECA, ECE, ECLAC, ESCAP and ESCWA.

[d] Other field locations: staff of DESA, DPA, DPI, OCHA, OHCHR, OIOS, UNCTAD, UNEP, UN-Habitat and UNODC in non-headquarters duty stations.

[e] ICTY and ICTR.

Figure II

Staff under contract with the United Nations Secretariat by location, category and series of the Staff Rules as at 30 June 2009

Population[a]

√ 39,978 staff members

By category and rule series

√ Professional and higher: 11,554 staff members

7,612 staff members in 100 series

1,406 staff members in 200 series

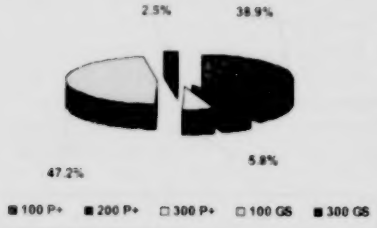
2,536 staff members in 300 series

√ General Service and related categories: 28,424 staff members

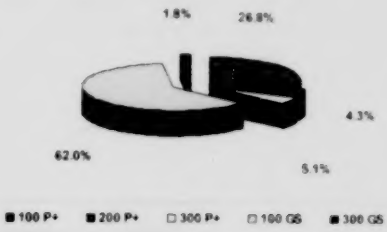
15,553 staff members in 100 series

12,871 staff members in 300 series

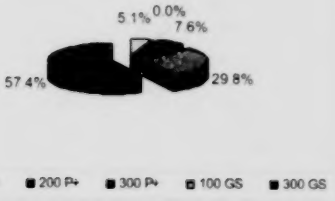
Headquarters[b]
(Population: 12,236)



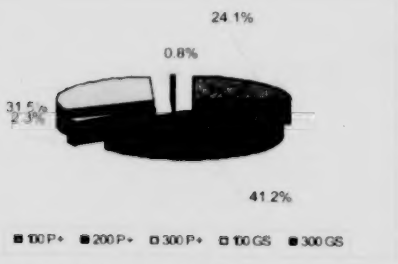
Regional commissions[c]
(Population: 2,593)



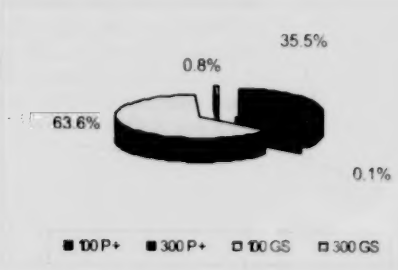
Peacekeeping missions
(Population: 21,746)



Other field locations[d]
(Population: 1,470)



Tribunals
(Population: 1,933)



(Footnotes on following page)

(Footnotes to fig. II)

Source: IMIS and FPMS.

[a] Includes all internationally and locally recruited staff, regardless of length of contract (total: 39,978). Excludes staff on special leave without pay (172) and staff on secondment to other entities (53).

[b] Geneva, Nairobi, New York and Vienna.

[c] ECA, ECE, ECLAC, ESCAP and ESCWA.

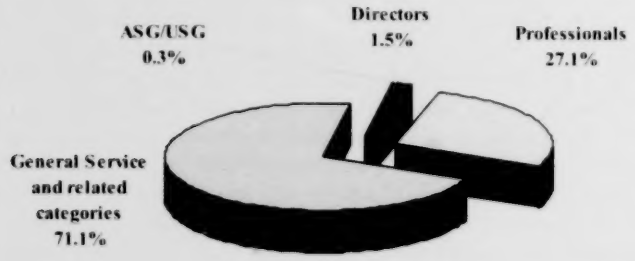
[d] Other field locations: staff of DESA, DPA, DPI, OCHA, OHCHR, OIOS, UNCTAD, UNEP, UN-Habitat and UNODC at non-headquarters duty stations.

1. Staff by category and level

14. The base number of staff used in the present demographic analysis is 39,978. Of these, 0.3 per cent are at the Under-Secretary-General and Assistant Secretary-General levels (126 staff), 1.5 per cent are in the Director category (589 staff), 27.1 per cent are in the Professional category (10,839 staff, comprising 8,816 professionals, 1,406 staff in the 200 series, 401 interpreters, 122 revisers and 94 translators), and 71.1 per cent are in the General Service and related categories (28,424 staff, comprising 22,598 in the General Service category, 4,352 in the Field Service category, 848 national officers, 381 in the Security category, 172 in the Trades and Crafts category, 37 language teachers, 30 public information assistants and 6 conference typists). Figure III shows the percentage of Secretariat staff by category and level, figure IV the number of staff by level in the Professional and higher categories and figure V the number of staff by level in the General Service category.

Figure III
Secretariat staff by category as at 30 June 2009

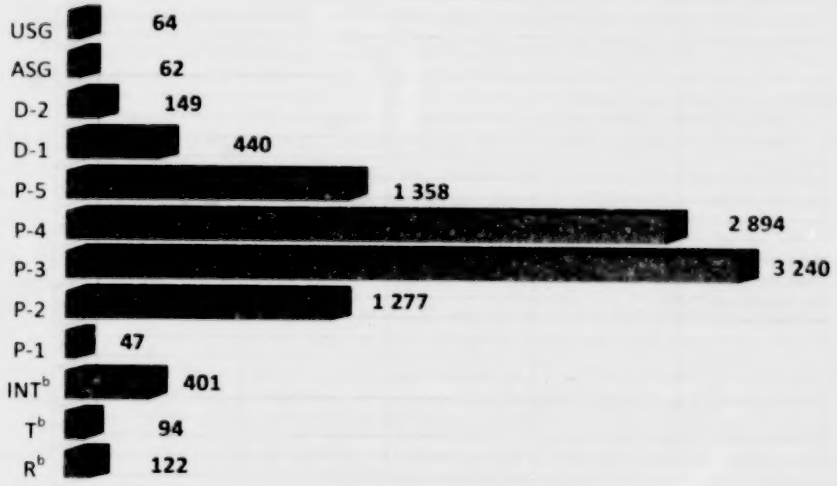
(Population: 39,978)



15. In the Professional category, 65.0 per cent of the staff are concentrated at the P-3 and P-4 levels. Staff at the P-1/P-2 level represent 15.0 per cent and at the P-5 level 14.4 per cent. D-1 staff represent 74.7 per cent of staff in the Director category. In the General Service category, 70.1 per cent are divided among levels G-3 to G-5.

Figure IV
Distribution of staff in the Professional and higher categories by level as at 30 June 2009

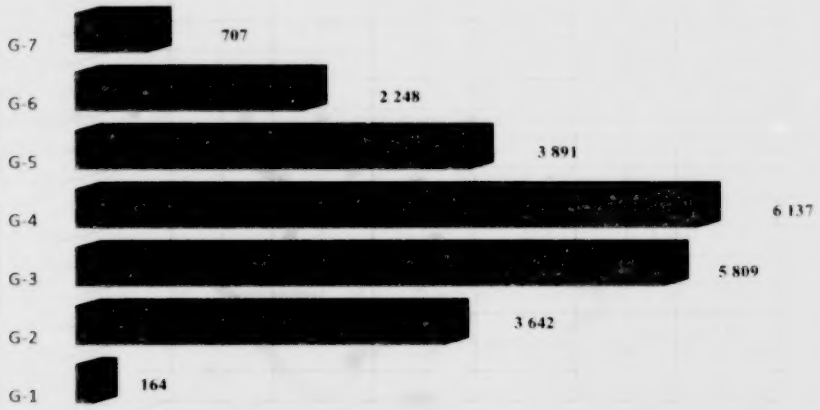
(Population: 10,148 of 39,978)[a]



[a] Excludes 1,406 staff appointed under the 200 series of the Staff Rules.
[b] INT (interpreters), R (revisers) and T (translators) are staff on "when actually employed" contracts.

Figure V
Distribution of staff in the General Service category by level as at 30 June 2009

(Population: 22,598 of 39,978)[a]



[a] Excludes 5,826 staff (4,352 Field Service category, 381 Security category, 172 Trades and Crafts category, 37 language teachers, 848 national officers, 6 conference typists and 30 public information assistants).

2. Staff by department or office

16. A total of 12,236 staff (30.6 per cent of the overall total) serve at a headquarters duty station (Geneva, Nairobi, New York and Vienna), 2,593 (6.5 per cent) at the five regional commissions and 21,746 in field missions administered by the Department of Field Support, representing 54.4 per cent of the global Secretariat workforce. Three peacekeeping missions (the United Nations Organization Mission in the Democratic Republic of the Congo, the African Union-United Nations Hybrid Operation in Darfur and the United Nations Mission in the Sudan) have more than 3,000 staff each and four other missions (United Nations Mission in Liberia, United Nations Integrated Mission in Timor-Leste, United Nations Assistance Mission in Afghanistan and United Nations Stabilization Mission in Haiti) have more than 1,200 staff each. At headquarters duty stations, three departments (the Department for General Assembly and Conference Management, the Department of Management and the United Nations Office at Geneva) have in excess of 1,200 staff. Among the regional commissions, the Economic Commission for Africa has the largest number of staff.

3. Staff by nationality

17. Nationals of all 192 Member States are represented among the Secretariat staff. A total of 177 Member States are represented by staff in posts subject to geographical distribution. There are more than 1,000 nationals in the Secretariat from each of the following nine Member States: Afghanistan, Democratic Republic of the Congo, France, Haiti, Kenya, Lebanon, Liberia, Sudan and United States of America.

4. Staff by gender

18. Of the global Secretariat staff, 26,538, or 66.46 per cent, are men and 13,440, or 33.6 per cent, are women. Of the 14,837 locally recruited staff in field missions administered by the Department of Field Support, 82.6 per cent are men.

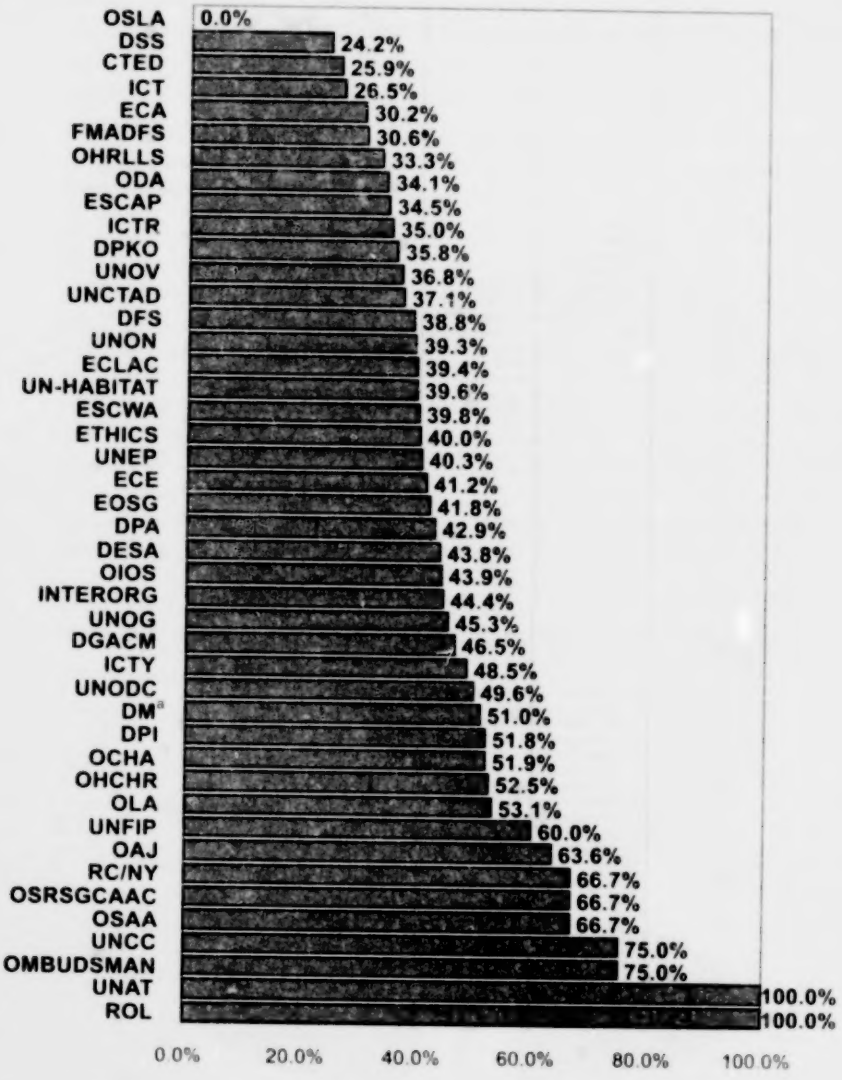
19. In the two most senior grades of the Secretariat (Under-Secretary-General and Assistant Secretary-General), women represent 19.8 per cent of the total of 126 staff. Female representation in the Director category is 27.7 per cent of 589 staff (25.5 per cent at the D-2 level and 28.4 per cent at the D-1 level). In the Professional category, the proportion of women is 40.6 per cent. Gender parity has been attained at the P-1 and P-2 levels: 59.6 per cent of staff at the P-1 level and 52.9 per cent at the P-2 level are women. Gender parity has not been achieved at the higher Professional levels: women comprise 43.1 per cent of staff at the P-3 level, 36.7 per cent at the P-4 level and 30.8 per cent at the P-5 level. Women comprise 53.8 per cent of Professional staff serving as interpreters, revisers and translators. Women comprise 31.0 per cent of the 28,424 staff in the General Service and related categories and 19.5 per cent of the 18,996 General Service staff in field missions administered by the Department of Field Support.

20. Figure VI indicates that 14 departments and offices in the Secretariat have either achieved gender parity or have more female than male staff in the Professional and higher categories, 12 departments and offices have between 40 and 49 per cent women, 14 departments and offices and the field operations administered by the Department of Field Support taken as a whole have between 30 and 39 per cent and 4 have less than 30 per cent.

Figure VI

Representation of female staff in the Professional and higher categories as at 30 June 2009

(Population: 13,440 of 39,978 staff)



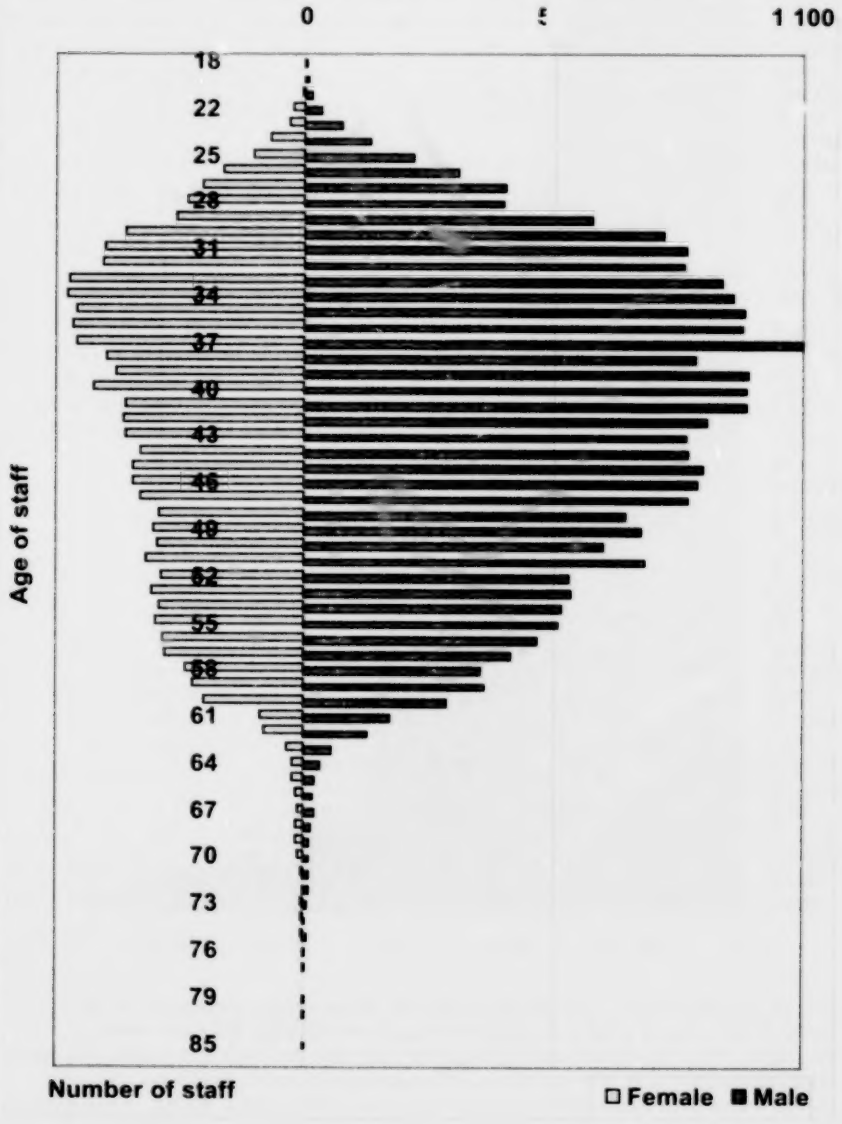
[a] Data for the Department of Management represent the aggregated percentage for the Office of the Under-Secretary-General for Management (48.8 per cent), the Office of Programme Planning, Budget and Accounts (53.5 per cent), the Office of Human Resources Management (56.7 per cent), the Office of Central Support Services (45.5 per cent), the Capital Master Plan Office (25.0 per cent) and the secretariats of the Advisory Committee on Administrative and Budgetary Questions, the Board of Auditors and Panel of External Auditors (66.7 per cent) and the Independent Audit Advisory Committee.

5. Staff by age

21. As at 30 June 2009, the average age of the staff in the Secretariat was 42.2 years; 21,611 staff, or 54.1 per cent, were younger than the average age (see fig. VII).

Figure VII
Distribution of staff by gender and age as at 30 June 2009

(Population: 39,978)



6. Staff by type of appointment

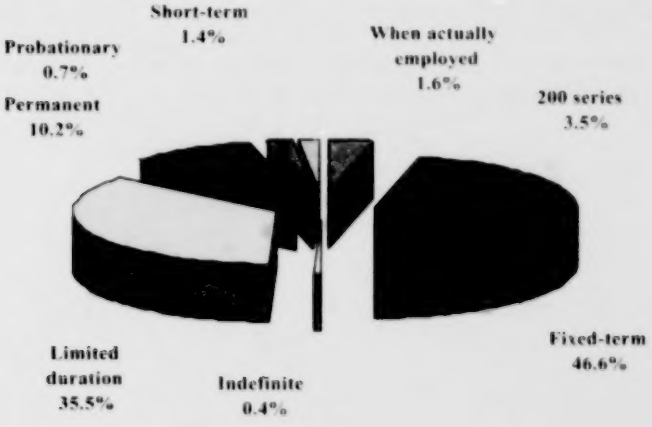
22. As at 30 June 2009, 10.2 per cent of staff held permanent or probationary appointments, as illustrated in figure VIII. Permanent appointments were held by 24.8 per cent of directors, 23.8 per cent of staff in the Professional category and 6.5 per cent of staff in the General Service and related categories. Among staff with permanent appointments, 76.2 per cent were in regular budget posts and 23.8 per cent were in other posts. Of staff in regular budget posts, 35.3 per cent had permanent appointments; 3.1 per cent of staff in other posts had permanent appointments.

23. The current proportion of permanent appointments for staff in posts subject to geographical distribution is 51.0 per cent (1,433 of 2,809). The proportion of staff with probationary appointments stands at 5.8 per cent (164 of 2,809).

24. The percentage of permanent and fixed-term appointments varies across departments and offices, depending mainly on the source of funding. Entities funded mainly from sources other than the regular budget have the lowest rate of permanent appointees among their staff: field missions administered by the Department of Field Support (1.1 per cent), Office for the Coordination of Humanitarian Affairs (5.9 per cent), Department of Peacekeeping Operations (7.4 per cent), United Nations Environment Programme (9.4 per cent) and UN-Habitat (10 per cent). Entities funded mainly from the regular budget have the highest percentage of permanent appointments: Department for General Assembly and Conference Management (49.0 per cent), Office of Legal Affairs (42.2 per cent), Economic and Social Commission for Asia and the Pacific (35.7 per cent), Economic Commission for Europe (30.6 per cent) and Department of Management (30.5 per cent).

Figure VIII
Staff distribution by type of appointment as at 30 June 2009

(Population: 39,978)



Staff on contracts of less than one year

25. A total of 5,201 staff (13.0 per cent of all staff) hold contracts of less than one year. Of that total, 4,264 are staff of field missions administered by the Department of Field Support, and the remaining 937 staff are divided among 45 other departments, with the United Nations Office at Geneva leading the way with 156 staff, the Economic Commission for Latin America and the Caribbean with 61 staff and the United Nations Office at Vienna with 63 staff.

B. Staff of the Secretariat and related entities in the United Nations system

26. A total of 34,268 staff (including 1,879 staff of the international tribunals), constituting 94.5 per cent of the staff of the Secretariat, are on contracts of one year or longer, as shown in table 2. This population is used only for the purpose of comparing staffing levels in various United Nations organizations, funds and programmes. Data reported to the Secretariat by such related entities in the United Nations system are for staff holding appointments of one year or longer.

27. The general principles of the Staff Rules apply to all staff of the United Nations, including the staff of the secretariats of subsidiary programmes, funds and organs that have special status in matters of appointment, as granted by the General Assembly. These include the United Nations Children's Fund, the United Nations Development Programme, the Office of the United Nations High Commissioner for Refugees, the United Nations Relief and Works Agency for Palestine Refugees in the Near East, the United Nations University, the secretariat of the International Civil Service Commission, the secretariat of the United Nations Joint Staff Pension Fund, the Registry of the International Court of Justice, the International Tribunal for the Former Yugoslavia, the International Criminal Tribunal for Rwanda and the International Trade Centre UNCTAD/WTO (ITC).

28. As at 30 June 2009, the total number of staff of the United Nations Secretariat and those organizations with special status holding appointments of one year or longer amounted to 62,667 (see table 2). Of the total, 28,429 staff members serve with related entities of the United Nations and 34,268, of whom 34.2 per cent are women, with the Secretariat and the tribunals (see fig. IX).

Table 2
Staff of the Secretariat and related entities in the United Nations system by category and source of funds as at 30 June 2009

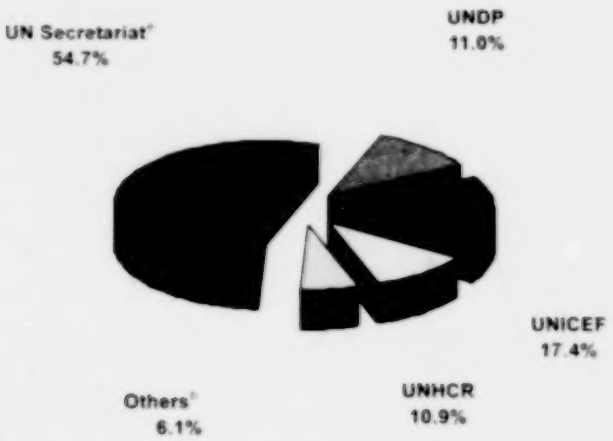
	Regular budget				*Extrabudgetary resources*				
Entity	*Professional and higher categories*	*Project personnel*	*General Service and related categories*	*Subtotal*	*Professional and higher categories*	*Project personnel*	*General Service and related categories*	*Subtotal*	*Total*
United Nations Secretariat	3 609	15	4 966	8 590[a]	4 763	1 365	17 671	23 799	32 389
ICTY					394	0	599	993	993
ICTR					280	0	606	886	886
UNDP					2 133	1 151	3 603	6 887	6 887
UNFPA					563		1 393	1 956	1 956
UNHCR	87		128	215	1 997		4 596	6 593	6 808
UNICEF					3 098	2 424	5 411	10 933	10 933
UNITAR					4	25	8	37	37
UNJSPF					69	0	120	189	189
UNOPS					144	418	380	942	942
UNRWA	104		10	114	72		6	78	192
UNU					26	42	46	114	114
ICJ	51		55	106				0	106
ICSC					20	0	18	38	38
ITC[b]					65	69	93	227	227
Total	**3 851**	**15**	**5 159**	**9 025**	**13 628**	**5 494**	**34 550**	**53 672**	**62 697**

[a] Includes 10 Professional staff and 66 General Service and related categories serving against revenue-producing accounts.

[b] A number of posts in ITC are financed jointly by the United Nations from the regular budget and by the World Trade Organization.

Figure IX
Staff of the Secretariat and related entities of the United Nations with an appointment of one year or longer as at 30 June 2009

(Population: 62,697)



* Includes ICTR and ICTY.
** Includes ICJ, ICSC, ITC, UNFPA, UNITAR, UNJSPF, UNOPS, UNRWA and UNU.

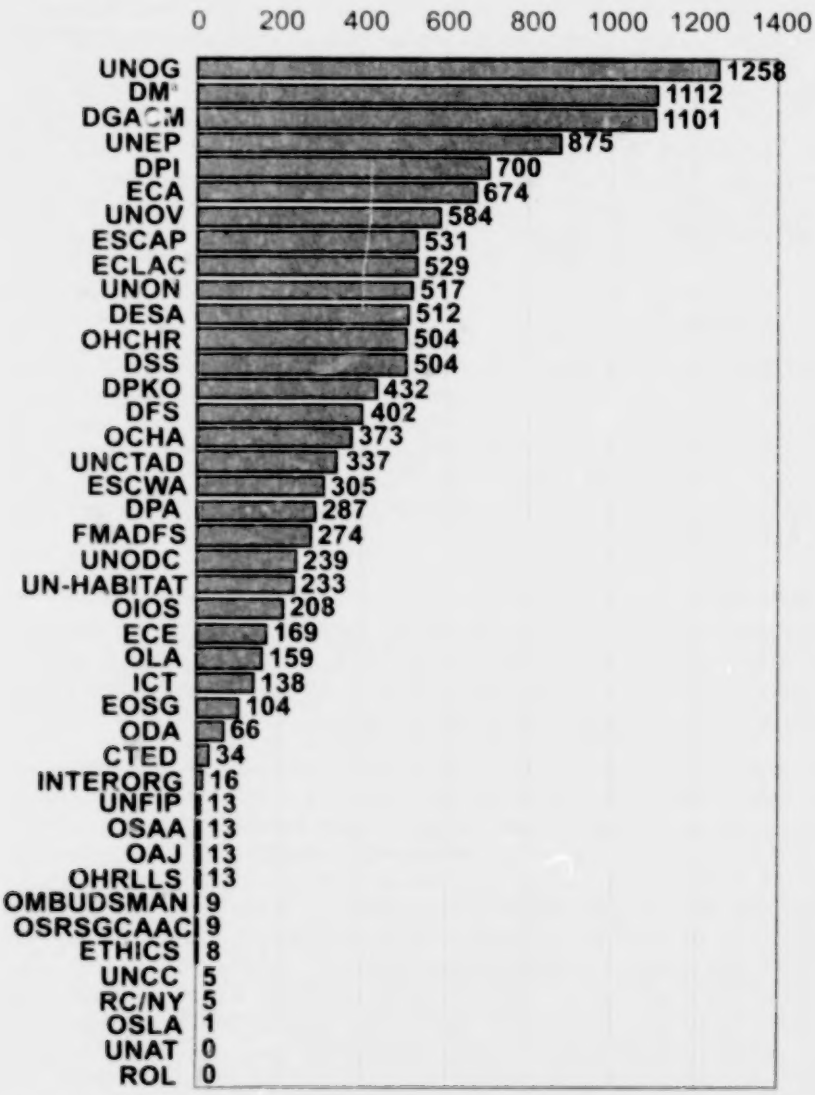
C. Analysis of United Nations Secretariat staff on contracts of one year or longer under the 100 series of the Staff Rules

29. The presentation and analysis below cover Secretariat staff holding 100-series appointments of one year or longer, irrespective of category, type of appointment or source of funding. In conformity with these criteria, the base figure used for demographic analysis as at 30 June 2009 is 13,270. Secretariat-wide data and projections for the period 2009 to 2013 have been drawn from IMIS. In order to avoid repetition, the analysis below excludes a number of the demographic characteristics (staff breakdown by category and grade, by nationality and by duration of contract) presented in section A above.

Figure X

Number of staff holding contracts of one year or longer under the 100 series of the Staff Rules by entity as at 30 June 2009

(Population: 13,270)



Note: The figure for FMADFS represents seconded staff from United Nations common system entities and Secretariat staff on assignment from their parent offices.

[a] The Department of Management includes staff of the office of the Under-Secretary-General, the Office of Programme Planning, Budget and Accounts, the Office of Human Resources Management, the Office of Central Support Services, the Capital Master Plan Office and the secretariats of the Advisory Committee on Administrative and Budgetary Questions, the Board of Auditors and Panel of External Auditors and the Independent Audit Advisory Committee.

1. Demographic profile of Secretariat staff

(a) Staff by department or office

30. Figure X shows the breakdown of staff by department, office or other entity. A total of 9,401 staff (70.8 per cent) of Secretariat staff in this population serve in 13 departments and offices with more than 500 staff each. The three departments with the largest number of staff are the United Nations Office at Geneva (9.5 per cent, 1,258 staff), the Department of Management[3] (8.4 per cent, 1,112 staff) and the Department for General Assembly and Conference Management (8.3 per cent, 1,101 staff). Staff at United Nations Headquarters (either located in New York or directly administered by Headquarters departments) represent 43.3 per cent of all Secretariat staff. Offices away from Headquarters (Addis Ababa, Bangkok, Beirut, Geneva, Nairobi, Santiago and Vienna) and their sub-offices employ 56.7 per cent of the staff, with the largest number at the United Nations Office at Geneva (16.7 per cent).

(b) Staff by nationality

31. Nationals of 182 Member States are represented in the population of staff holding appointments of one year or longer under the 100 series of the Staff Rules. A total of 177 Member States are represented by staff in posts subject to geographical distribution, while 10 have no nationals among staff with appointments of one year or longer (Democratic People's Republic of Korea, Kiribati, Kuwait, Marshall Islands, Monaco, Nauru, Palau, Sao Tome and Principe, Timor-Leste and United Arab Emirates).

(c) Staff by gender

32. Secretariat staff with appointments of one year or longer under the 100 series of the Staff Rules (13,270) display an almost evenly balanced female to male distribution (50.5/49.5). This figure does not reflect significant differences in gender representation by level, category or department or office.

33. In spite of a general increase in female staff representation in all categories, the two most senior levels in the Secretariat (Under-Secretary-General and Assistant Secretary-General) have a low rate of female representation (25.0 per cent of 80 staff). Female staff are also poorly represented in the Director category (32.7 per cent of 437 staff). Currently, female representation levels in the D-2 and D-1 grades stand at 32.4 per cent (35 female staff) and 32.8 per cent (108 female staff), respectively. In the Professional category, the proportion of female staff is 44.0 per cent (2,325 female staff). It is higher at entry levels (57.7 per cent of 622 staff at the P-2 level and 48.9 per cent of 1,760 staff at the P-3 level). Female staff constitute the majority (59.8 per cent of 6,950 staff) in the General Service category. Two groups continue to have very low female staffing: the Trades and Crafts category (1.8 per cent of 168 staff) and the Security category (15.2 per cent of 349 staff).

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[3] The Department of Management includes staff of the office of the Under-Secretary-General, the Office of Programme Planning, Budget and Accounts, the Office of Human Resources Management, the Office of Central Support Services, the Capital Master Plan Office and the secretariats of the Advisory Committee on Administrative and Budgetary Questions, the Board of Auditors and Panel of External Auditors and the Independent Audit Advisory Committee.

34. In seven departments or offices with more than 25 staff in the Professional category has either gender parity been achieved or the number of women in the Professional and higher categories exceeded that of men. Ten departments and offices have between 40 and 49 per cent female staff, eight between 30 and 39 per cent and three have less than 30 per cent.

(d) Staff by age

35. As at 30 June 2009, the average age of staff holding a 100-series appointment of one year or longer was 45.1 years (compared with 45.5 years as at 30 June 2008). 49.5 per cent of all Secretariat staff were older than 45, 44.9 per cent were between 31 and 45 years of age and 5.6 per cent were aged 30 or less. This pattern is illustrated in figures XI and XII, which show, respectively, the age distribution of female and male staff and the distribution of age groups in the Secretariat. The highest average age of staff is among under-secretaries-general and assistant secretaries-general (60.5 years), followed by those in the Director category (54.5 years). The average age of staff in the Professional category is 45.4 years, and at the P-2 grade, 36.7 years. The average age of staff in the General Service category is 44.4 years, in the Security category, 37.9 years and in the Trades and Crafts category, 48.0 years.

36. The average age of female directors is one month younger than that of male staff, while male staff in the Professional category are, on average, 36 months older than their female colleagues. Male security officers on average are nearly three years and 10 months older than their female colleagues. For General Service staff, the average age of male staff is about 23 months lower than that of female staff.

37. Among departments with 25 Professionals or more, the youngest staff in the Professional category are found in the Executive Office of the Secretary-General (average age of 39.9 years), the Office of Legal Affairs and the Office for the Coordination of Humanitarian Affairs (41.3 years each) and the Office of the United Nations High Commissioner for Human Rights (41.6 years). The oldest staff are in the Department for General Assembly and Conference Management (average of 48.4 years), the Department of Safety and Security and the Economic Commission for Africa (47.8 years each), the United Nations Office at Nairobi and the United Nations Office at Vienna (47.5 years each) and the United Nations Office at Geneva and the Department of Public Information (47.3 years each).

38. For all categories of staff in departments with a minimum of 75 staff members, the departments and offices with the lowest average age are the Department of Safety and Security (40.4 years), the Economic and Social Commission for Western Asia (42.3 years), the Department of Peacekeeping Operations (42.5 years) and the Office for the Coordination of Humanitarian Affairs, Office of the United Nations High Commissioner for Human Rights and United Nations Office at Nairobi (42.7 years each). The highest overall average ages are found in the Department for General Assembly and Conference Management (47.9 years), the field missions administered by the Department of Field Support (47.4 years), the Department of Economic and Social Affairs (47.1 years), and the Economic Commission for Europe and United Nations Conference on Trade and Development (47.0 years each).

Figure XI

Distribution of staff holding a 100-series appointment of one year or longer by gender and age as at 30 June 2009

(Population: 13,270)

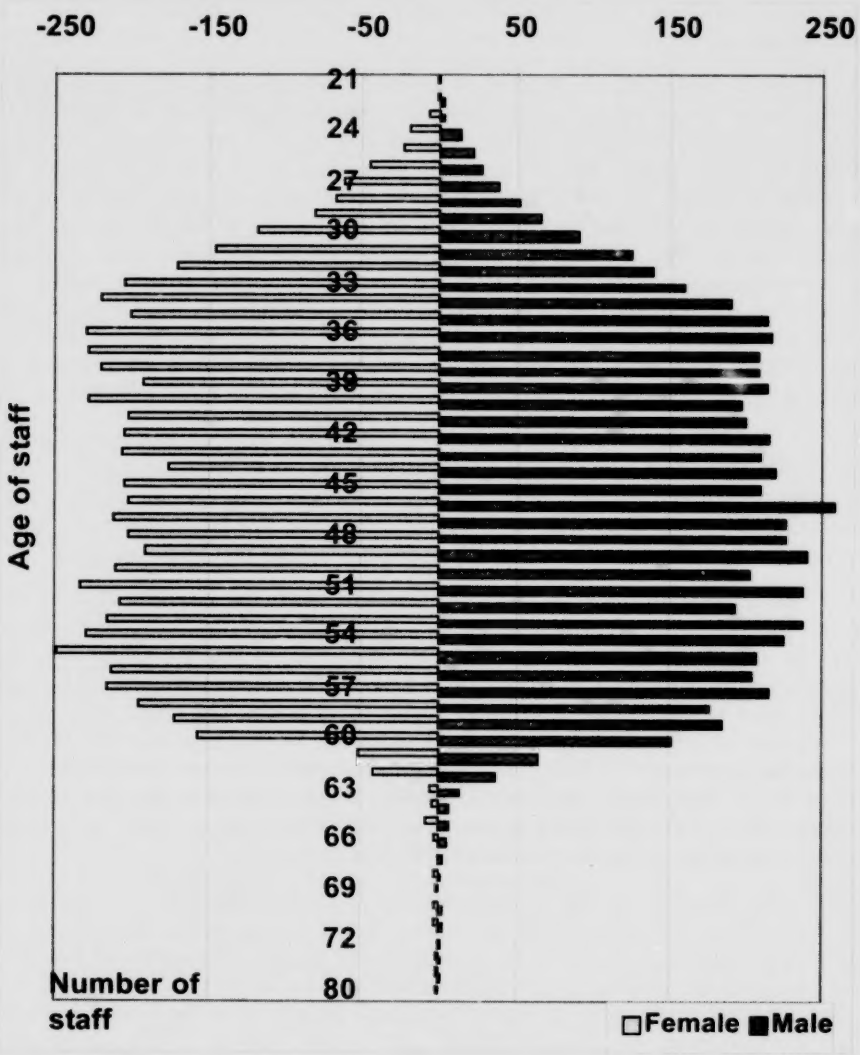
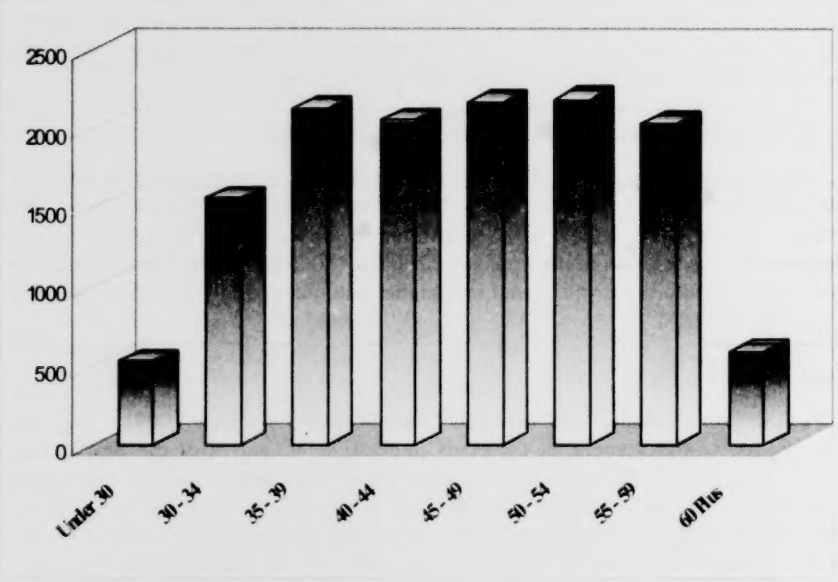


Figure XII
Distribution of staff holding a 100-series appointment of one year or longer by age as at 30 June 2009

(Population: 13,270)



(e) Staff by length of service

39. The average length of service for all staff and all types of appointment under the 100 series of the Staff Rules is 11.4 years (14.7 years for directors, 10.1 years for staff in the Professional category, 12.2 years for those in the General Service category, 8.8 years in the Security category and 16.3 years in the Trades and Crafts category).

40. The average length of service for staff with permanent appointments is 19.1 years (25.3 years for directors, 13.8 years for staff in the Professional category, 14.9 years for those in the General Service category, 26.4 for those in the Security category and 27.2 for those in the Trades and Crafts category). In the Professional category and above, the longer service time for directors correlates with their higher average age. The average length of service of staff holding fixed-term appointments of one year or longer is 7.8 years (9.5 years for directors, 7.1 years for staff in the Professional category, 8.2 years for those in the General Service category, 6.2 for those in the Security category and 9.3 for those in the Trades and Crafts category).

41. The average length of service in departments and offices that have at least 30 staff members ranges from those in the Department of Peacekeeping Operations (5.6 years), the Counter-Terrorism Committee Executive Directorate (7.7 years), the Office of the United Nations High Commissioner for Human Rights (8.5 years) and the Department of Safety and Security (8.7 years) at the low end, to those of the Department for General Assembly and Conference Management (14.4 years), the Department of Economic and Social Affairs, Economic and Social Commission for

Asia and the Pacific and United Nations Conference on Trade and Development (13.6 years each) and the United Nations Office at Geneva (13.0 years) at the high end. A lower than average duration of service results from one or a combination of a number of factors, such as a younger than usual staff population, a high number of recent recruits, a higher rate of staff turnover, the recent establishment of a new office or an increase in the number of appointments of limited duration. An average length of service at the departmental or office level that is higher than the Secretariat indicates an older population with a lower turnover rate.

2. Movements of staff between 1 July 2008 and 30 June 2009

42. The analysis below is based on movements, including recruitment, separation, promotion and transfer between departments and offices, of staff under the 100 series of the Staff Rules with appointments of one year or longer in the Secretariat during the period from 1 July 2008 to 30 June 2009. That population includes staff in both the Professional and higher categories and the General Service and related categories.

(a) Recruitment

43. Figure XIII illustrates that, between 1 July 2008 and 30 June 2009, 1,132 staff were recruited in the Secretariat for posts under the 100 series of the Staff Rules with appointments of one year or longer. In the Professional category and above (513 staff, or 40.8 per cent of all recruits), the following departments recruited the largest number of staff: Department of Peacekeeping Operations (73 staff, 15.8 per cent), Department for General Assembly and Conference Management (45 staff, 9.7 per cent), Office of the United Nations High Commissioner for Human Rights (36 staff, 7.8 per cent) and Department of Management (35 staff, 7.6 per cent).

44. Of the 462 staff recruited at the Professional level, 108 staff recruited at the P-2 level accounted for 9.5 per cent of all recruits and for 21.1 per cent of recruits in the Professional category. The main departments recruiting staff at the P-2 level were the Department for General Assembly and Conference Management (15 staff, 13.9 per cent), the Department of Management, the Office of Internal Oversight Services and United Nations Office at Geneva (8 staff, 7.4 per cent each) and the Department of Economic and Social Affairs (6 staff, 5.6 per cent).

45. A total of 619 staff, or 54.7 per cent of all staff recruited during the reporting period, were in the General Service and related categories.

46. Women accounted for 50.3 per cent of all staff recruited (569 women among 1,132 staff) during the period from 1 July 2008 to 30 June 2009. At the Under-Secretary-General level, two of the five recruits were women and one of eight at the Assistant Secretary-General level was a woman. In the Director category, women accounted for 44.7 per cent of recruits (17 of 38) and in the Professional category, 41.9 per cent were women (215 of 513). In the General Service and related categories, 334 staff, or 54.0 per cent, of staff recruited were women.

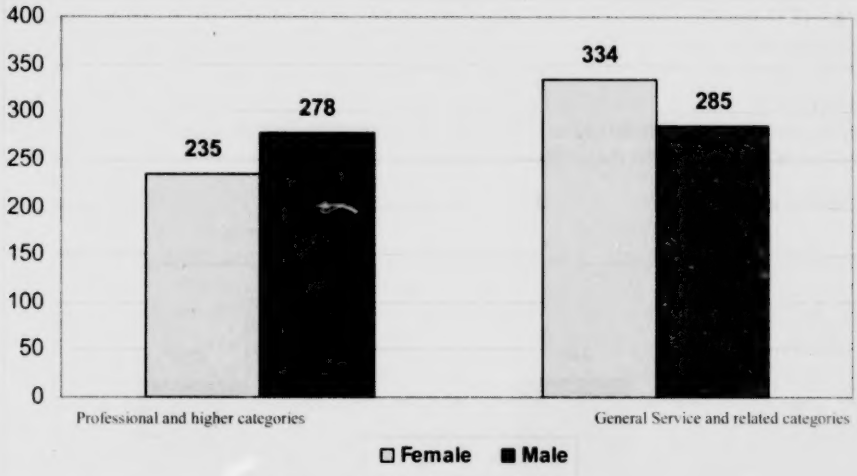
47. The following departments or offices account for two thirds of all recruitments: Department of Management (10.0 per cent, 113 staff), Department of Peacekeeping Operations (7.6 per cent, 86 staff), Department for General Assembly and Conference Management (7.4 per cent, 84 staff), United Nations Environment Programme (7.2 per cent, 81 staff), Department of Field Support (5.7 per cent,

64 staff), United Nations Office at Geneva (5.4 per cent, 61 staff), United Nations Office at Nairobi (5.3 per cent, 60 staff), Department of Safety and Security (5.0 per cent, 57 staff), Office of the United Nations High Commissioner for Human Rights (4.8 per cent, 54 staff), Economic Commission for Africa (4.6 per cent, 52 staff) and Department of Public Information (4.0 per cent, 45 staff).

Figure XIII

Recruitment of staff under the 100 series of the Staff Rules by category and gender, 1 July 2008-30 June 2009

(Population: 13,270)



(b) Separation

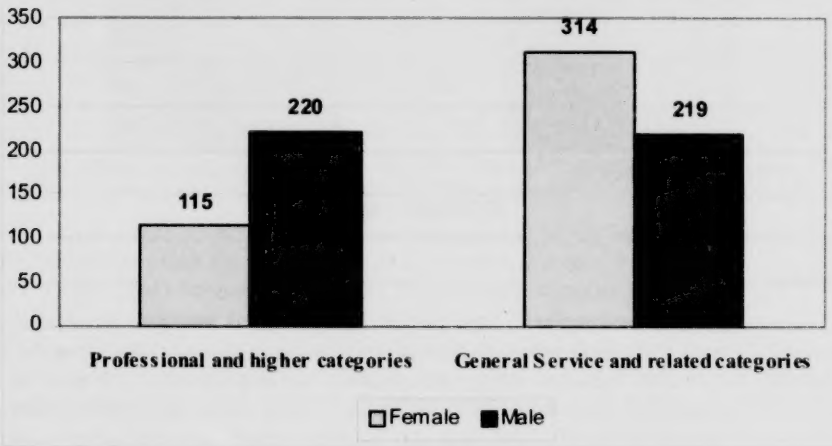
48. Separation is the movement of staff out of the Secretariat owing to retirement, resignation, expiry of appointment, agreed termination, inter-agency transfer, termination for health reasons, death, termination or abandonment of post or dismissal for misconduct. Between 1 July 2008 and 30 June 2009, 868 staff holding a 100-series appointment of one year or longer separated, compared with 933 separations registered during the period from 1 July 2007 to 30 June 2008. Among them, 372 were retirements (42.9 per cent), 236 were resignations (27.2 per cent) and 181 were due to expiration of appointment (20.9 per cent). By category, 5.9 per cent were in the Director category and above, 31.3 per cent were in the Professional category and 61.4 per cent were in the General Service and related categories. A total of 11 staff at the P-2 level separated, accounting for 1.3 per cent of all separations and 4.0 per cent of separations at the Professional level. Separations of female staff accounted for 49.4 per cent of all staff departures. As indicated in figure XIV, while female staff accounted for 34.3 per cent of separations in the Professional and higher categories, they constituted 58.9 per cent in the General Service and related categories. Two thirds of staff who separated were from field missions administered by the Department of Field Support (90), the Department of Management (78), the United Nations Office at Geneva (73), the Department for General Assembly and Conference Management (71), the United

Nations Environment Programme (46), the Department of Economic and Social Affairs (45), the Department of Public Information (42), the Economic Commission for Africa and Economic Commission for Latin America and the Caribbean (36 each), the Department of Peacekeeping Operations (33) and the Department of Field Support (30).

49. Between 1 July 2008 and 30 June 2009, a total of 236 staff resigned, accounting for 27.2 per cent of all separations. The number of resignations included 3 under-secretaries-general, 2 assistant secretaries-general, 4 directors, 68 staff in the Professional category and 156 staff in the General Service and related categories. In the Professional category, 14 staff at the P-5 level resigned (20.6 per cent of total resignations), 17 staff at the P-4 level resigned (25.0 per cent), 31 staff at the P-3 level resigned (45.6 per cent) and 6 staff at the P-2/1 level resigned (8.9 per cent).

Figure XIV
Separations of staff holding a 100-series appointment of one year or longer by gender, 1 July 2008-30 June 2009

(Population: 13,270)



(c) Promotion

50. Promotion is the movement of staff to a higher grade, except for the movement of staff to the Professional category from the General Service and related categories which, pursuant to General Assembly resolution 55/258, is considered recruitment. During the period from 1 July 2008 to 30 June 2009, 1,382 promotions were registered in the Secretariat. The gender distribution of the promotions showed the percentage breakdown to be 45.5 per cent for men (629 promotions) and 54.5 per cent for women (753 promotions). Women comprised 31.6 per cent of the promotions in the Director category, 46.0 per cent in the Professional category and 59.4 per cent in the General Service and related categories.

(d) Transfer

51. Transfers are lateral movements of staff involving two departments or offices at one or more duty stations. During the period under review, there were 352 transfers throughout the Secretariat. Female staff accounted for 215, or 61.1 per cent, of transfers. There were more transfers among staff with fixed-term appointments (65.3 per cent) than among staff with permanent or probationary appointments (34.7 per cent).

52. Most transfers were to the United Nations Office at Geneva (46), Department of Management (43), Department of Economic and Social Affairs (20), Department of Field Support (19) and Department of Peacekeeping Operations (17).

53. In section VIII of its resolution 57/305, the General Assembly approved the proposal of the Secretary-General on the placement of staff members serving in the Executive Office of the Secretary-General (see A/56/816) and requested him to report on the implementation of the procedure. During the period from 1 July 2008 to 30 June 2009, four staff were transferred from the Executive Office of the Secretary-General to posts at the same level in other departments and offices.

(e) Turnover

54. Turnover rates are based on the calculation of a standard labour turnover index, which is obtained by comparing the number of actual staff departures over the reporting period with the number of active staff. Turnover indices for the period 1 July 2008 to 30 June 2009 are presented in table 3 by category of staff and take into account all causes of separation during the reporting period. As requested by the General Assembly in its resolution 61/244, section I, paragraph 5, the turnover rate is reported by grade level in the Professional and Director categories, including in field missions. The overall turnover index stands at 9.7. The Director level, at 16.5, has the highest turnover index. Turnover in the Professional category stands at 10.9 and for the General Service and related categories at 8.6.

Table 3
Turnover indices, 1 July 2008-30 June 2009
(Percentage)

Category		*Number of staff as at 30 June 2008*	*Number of separations*	*Turnover index*
Director	D-2	98	22	22.4
	D-1	309	45	14.6
Professional category	P-5	933	136	14.6
	P-4	1 684	183	10.9
	P-3	1 472	145	9.9
	P-2/1	517	39	7.2
General Service and related categories		7 240	624	8.6
Total staff		**12 253**	**1 194**	**9.7**

(f) Forecast of anticipated retirements in the Secretariat

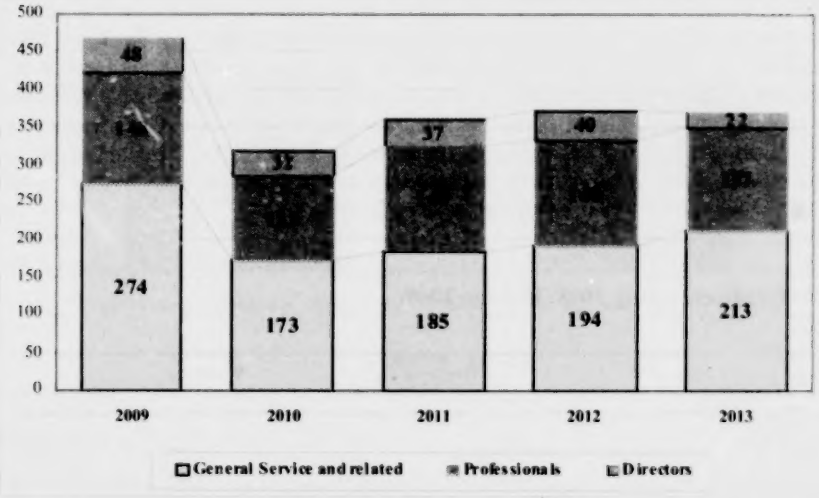
55. Each year, a number of staff leave the Organization for various reasons. The yearly attrition rate is the result of anticipated retirements and unforeseeable events. Figure XV illustrates anticipated retirements by category for the period 2009-2013.

56. A total of 1,720 Secretariat staff will reach the mandatory age of separation during the period 2009-2013. This represents 13.0 per cent of the current workforce of staff holding a 100-series appointment of one year or longer (13,270). In the next four and a half years, an average of 382 staff will retire each year, ranging from a low of 318 in 2010 to a high of 374 in 2012. Figure XV indicates that, between 1 July 2009 and 31 December 2013, 163 directors will retire, accounting for 9.5 per cent of all retirements, 626 staff (36.4 per cent) will retire from the Professional category and 931 staff (54.1 per cent) will retire from the General Service and related categories. Between 1 July 2009 and 31 December 2013, over all categories, more women than men will retire. In the Professional and higher categories (P-2 to D-2), 64.1 per cent of the retirees will be male.

Figure XV

Anticipated retirements of staff holding a 100-series appointment of one year or longer by category, 2009-2013[a]

(Total anticipated retirements: 1,720)



[a] Data for 2009 include 52 staff in the Professional category, 16 directors and 108 General Service and related categories who retired in the first six months of the year.

57. Of the 163 directors who will retire during the period from 1 July 2009 to 31 December 2013, 120 are on posts subject to geographical distribution.

D. Staff subject to the system of desirable ranges

58. By its resolution 42/220 A, the General Assembly introduced the current system of desirable ranges, which is based, with effect from 1 January 1988, on the following criteria:

(a) The base figure for the calculations would initially be 2,700 posts;

(b) The weight of the membership factor would be 40 per cent of the base figure;

(c) The population factor, which would be allotted a weight of 5 per cent, would be directly related to the population of Member States and posts subject to that factor would be distributed among Member States in proportion to their population;

(d) The contribution factor would be based on the distribution of the remaining posts among Member States in proportion to the scale of assessments;

(e) The upper and lower limits of each range would be based on a flexibility of 15 per cent upwards and downwards from the midpoint of the desirable range, but not less than 4.8 posts up or down, the upper limit of the range being not less than 14 posts;

(f) The base figure would be adjusted whenever the actual number of posts subject to geographical distribution increased or decreased by 100, the weights of the three factors being maintained.

59. Changes in the representation status of a Member State may result from a number of factors, such as appointment or separation of staff, adjustments of the desirable range because of an increase or decrease in the number of posts subject to geographical distribution, changes in the number of Member States, changes in the scale of assessments, changes in the population of a Member State and changes in the status of individual staff members (such as departure on secondment or special leave without pay, return from secondment or special leave or change in nationality).

60. In compliance with section III of General Assembly resolution 42/220 A, owing to the creation of additional posts, the base figure of posts subject to the system of desirable ranges was set at 2,700 in 1988. This number depends on the number of posts subject to geographical distribution but is not equal to it. The base figure is adjusted whenever the actual number of posts (budgeted) subject to geographical distribution increases or decreases by 100. During the reporting period, the base figure has been set at 3,300 owing to a change in the number of posts in the Professional and higher categories subject to the system of desirable ranges, which now stands at 3,339. For more details on the calculation of ranges and the midpoint, see annex I.

61. At present, 2,809 staff are on posts subject to geographical distribution as described in the paragraphs above. Staff under the system of desirable ranges are appointed by the Secretary-General under the 100 series of the Staff Rules for a

period of at least one year to posts subject to geographical distribution in the Professional and higher categories funded under the regular budget.[4]

62. The representation of Member States falls into four categories: unrepresented, underrepresented, within range and overrepresented. A Member State is unrepresented when none of its nationals has been appointed to a post subject to geographical distribution; it is underrepresented when the number of its nationals appointed to such posts is below the lower limit of the desirable range; it is within range when the number of its nationals appointed to such posts is between the upper and lower limits of the desirable range; and it is overrepresented when the number of its nationals appointed to such posts exceeds the upper limit of the desirable range.

1. Representation of Member States in the system of desirable ranges

63. As at 30 June 2009, 15 Member States were unrepresented (Bahrain, Comoros, Democratic People's Republic of Korea, Kiribati, Kuwait, Liechtenstein, Marshall Islands, Monaco, Montenegro, Nauru, Palau, Sao Tome and Principe, Timor-Leste, United Arab Emirates and Vanuatu), one fewer than in June 2008. There were 30 underrepresented Member States (Afghanistan, Angola, Antigua and Barbuda, Brunei Darussalam, Cambodia, Denmark, Finland, Iraq, Japan, Lao People's Democratic Republic, Libyan Arab Jamahiriya, Lithuania, Mexico, Micronesia (Federated States of), Norway, Oman, Qatar, Republic of Korea, Samoa, Saudi Arabia, Sierra Leone, Slovenia, Solomon Islands, Spain, Tonga, Turkmenistan, Tuvalu, United Kingdom of Great Britain and Northern Ireland, United States of America and Yemen) compared with 24 in June 2008 and 22 Member States were overrepresented, compared with 21 in June 2008 (Argentina, Australia, Austria, Brazil, Bulgaria, Cameroon, Canada, Egypt, Ethiopia, Ghana, Italy, Kenya, Lebanon, Philippines, Romania, Russian Federation, South Africa, Trinidad and Tobago, Uganda, Ukraine, Venezuela and Zimbabwe). The remaining 125 Member States were within range. The increase in the number of underrepresented Member States was largely caused by the increase in the number of budgeted posts subject to geographical distribution to 3,339 and a peak in retirements among staff members from the newly underrepresented Member States.

64. The evolution of the representation of Member States in terms of staff appointed under the system of desirable ranges for the five-year period from 2005 to 2009 is illustrated in figure XVI.

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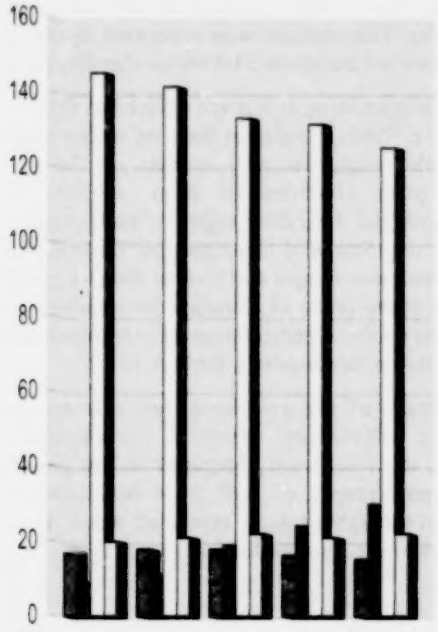
[4] The following are not included in the system of desirable ranges: staff appointed to the secretariats of subsidiary programmes, funds and organs with special status in matters of appointment; staff appointed to the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda; staff appointed to peacekeeping posts, posts specifically funded for other field mission service or posts financed under the support account for peacekeeping operations; staff appointed to posts with special language requirements; staff in the Field Service and the General Service and related categories of staff (such as Trades and Crafts, security officers and public information assistants) who are locally recruited; staff appointed to posts for service limited to UNEP, UN-Habitat or the United Nations Office on Drugs and Crime; staff appointed to posts financed on an inter-agency basis; staff appointed to technical cooperation project posts; national officers at United Nations information centres; staff on special leave without pay; and staff on secondment to other organizations.

Figure XVI
Representation of Member States, 2005-2009



	Jun-05	Jun-06	Jun-07	Jun-08	Jun-09
Unrepresented	17	18	18	16	15
Underrepresented	9	11	19	24	30
Within Range	145	141	133	131	125
Overrepresented	20	21	22	21	22

65. Tables A.3 to A.10 in annex II provide information concerning posts subject to geographical distribution. The data in table A.3 are arranged by nationality, grade and gender. The table indicates the midpoint of the desirable range and the range itself. The data in table A.4 are arranged by nationality and type of appointment as at 30 June 2008 and 30 June 2009. Table A.5 shows appointments by nationality, grade and gender for the period from 1 July 2008 to 30 June 2009, while table A.6 shows appointments and separations by nationality, type of appointment and gender for the same period.

2. Representation of Member States at the senior and policymaking levels

66. In section X, paragraph 2, of its resolution 55/258, the General Assembly requested the Secretary-General to take all necessary measures to ensure, at the senior and policymaking levels of the Secretariat, the equitable representation of

Member States, especially those with inadequate representation at those levels and unrepresented and underrepresented Member States, in particular developing countries, in accordance with the relevant resolutions of the Assembly, and to continue to include relevant information thereon in all future reports on the composition of the Secretariat. That request was reiterated by the Assembly in a series of resolutions, most recently resolution 63/250, section IX, paragraph 7.

67. Staff at the senior and policymaking levels are defined as those at the Principal Officer (D-1) grade and above. Table 4 presents data on senior officials appointed under the system of desirable ranges, as well as data on the representation of developing countries and other countries in posts subject to geographical distribution, based on the combined desirable ranges of each group compared with the number of staff from Member States of those groups. Table 4 also presents data on staff under the system of desirable ranges and staff at the D-1 grade and above, at the D-2 grade and above and at the grade of Assistant Secretary-General and above (for more detailed information on the representation of individual Member States at the senior and policymaking levels, see annex II, table A.10).

68. In table 4, the percentages of the combined desirable ranges of the three economic country groupings (developed countries, developing countries and countries with economies in transition) are compared to the percentages of staff from those groupings. The percentages of staff from developing and developed countries under the system of desirable ranges remained below the percentages of the combined desirable ranges of the same countries.

Table 4

Distribution of staff subject to geographical distribution among developing countries, developed countries and countries with economies in transition, 2005-2009

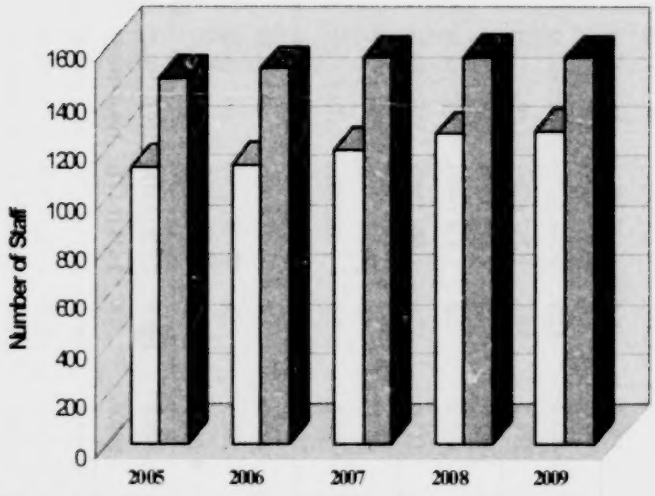
					Total staff		D-1 and above		D-2 and above		ASG and above	
Group	*Year*	*Combined desirable ranges*	*Group midpoint*	*Percentage*	*Number*	*Percentage*	*Number*	*Percentage*	*Number*	*Percentage*	*Number*	*Percentage*
Developing countries	2005	968-1 310	1 139.3	40.7	1 024 (424)	39.7 (38.2)	141 (53)	42.9	49 (17)	45.4	17 (5)	41.5
	2006	1 003-1 357	1 180.0	40.7	1 051 (430)	39.9 (38.3)	138 (46)	40.8	50 (18)	43.5	24 (7)	49.0
	2007	1 034-1 398	1 215.9	40.5	1 089 (448)	39.9 (38.0)	132 (47)	39.4	50 (17)	42.7	21 (7)	44.7
	2008	1 068-1 445	1 256.5	40.5	1 119 (464)	40.1 (37.4)	136 (43)	39.4	53 (18)	44.9	26 (9)	51.0
	2009	1 137-1 538	1 337.5	40.5	1 127 (473)	40.2 (37.6)	139 (44)	39.3	57 (20)	45.6	25 (10)	48.0
Developed countries	2005	1 244-1 684	1 463.9	52.3	1 293 (625)	50.1 (56.3)	154 (61)	46.8	50 (17)	46.3	21 (6)	51.2
	2006	1 289-1 744	1 516.2	52.3	1 317 (626)	50.1 (55.8)	167 (63)	49.4	56 (22)	48.7	23 (6)	46.9
	2007	1 327-1 795	1 561.0	52.0	1 374 (663)	50.4 (56.2)	171 (71)	51.0	58 (20)	49.6	24 (6)	51.1
	2008	1 371-1 855	1 613.1	52.0	1 404 (698)	50.3 (56.2)	173 (73)	50.1	55 (21)	46.6	22 (6)	43.1
	2009	1 460- 1975	1 717.1	52.0	1 409 (707)	50.2 (56.2)	175 (71)	49.6	56 (21)	44.8	23 (5)	44.2
Countries with economies in transition	2005	167-226	196.8	7.0	262 (61)	10.2 (5.5)	34 (3)	10.3	9 (1)	8.3	3 (1)	7.3
	2006	173-234	203.8	7.0	263 (66)	10.0 (5.9)	33 (2)	9.8	9 (0)	7.8	2 (0)	4.1
	2007	190-257	223.0	7.4	264 (68)	09.7 (5.8)	32 (2)	9.6	9 (0)	7.7	2 (0)	4.3
	2008	196-265	230.5	7.4	271 (79)	09.7 (6.4)	36 (4)	10.4	10 (0)	8.5	3 (0)	5.9
	2009	209-282	245.3	7.4	269 (79)	09.6 (6.3)	39 (7)	11.0	12 (0)	9.6	4 (0)	7.7
Total	**2005**	**2 380-3 220**	**2 800.0**	**100.0**	**2 579 (1 110)**	**100.0 (100.0)**	**329 (117)**	**100.0**	**108 (35)**	**100.0**	**41 (12)**	**100.0**
	2006	**2 465-3 335**	**2 900.0**	**100.0**	**2 631 (1 122)**	**100.0 (100.0)**	**338 (111)**	**100.0**	**115 (40)**	**100.0**	**49 (13)**	**100.0**
	2007	**2 550-3 450**	**3 000.0**	**100.0**	**2 727 (1 179)**	**100.0 (100.0)**	**335 (120)**	**100.0**	**117 (37)**	**100.0**	**47 (13)**	**100.0**
	2008	**2 635-3 565**	**3 100.0**	**100.0**	**2 794 (1 241)**	**100.0 (100.0)**	**345 (120)**	**100.0**	**118 (39)**	**100.0**	**51 (15)**	**100.0**
	2009	**2 805-3 795**	**3 300.0**	**100.0**	**2 805(1 259)**	**100.0 (100.0)**	**353 (122)**	**100.0**	**125 (41)**	**100.0**	**52 (15)**	**100.0**

Source: *World Population Prospects: The 2006 Revision, Comprehensive Dataset* (United Nations publication, Sales No. E.07.XIII.8).
Note: Numbers in parentheses represent female staff members.

3. Female representation among staff under the system of desirable ranges

69. Since the forty-fifth session of the General Assembly and in compliance with General Assembly resolution 45/239 C, resolution 55/258, section XIV, paragraph 2, and resolution 57/305, section II, paragraphs 39 to 41, the Secretary-General has continued to report on efforts made to increase the number of women in posts subject to geographical distribution in the Secretariat, in particular in senior and policymaking posts. As at 30 June 2009, the number of female staff members at the D-1 level and above was 122, or 34.5 per cent of all staff at that level. Table A.7 and section B of table A.9 of annex II show staff in posts with special language requirements by nationality, grade and gender. The proportion of female staff in posts subject to geographical distribution for the five-year period 2005-2009 is illustrated in figure XVII.

Figure XVII
Proportion of female and male staff in posts subject to geographical distribution, 2005-2009



	2005	2006	2007	2008	2009
Female staff	1110	1122	1179	1241	1260
Male staff	1471	1512	1551	1556	1549

70. The number and percentage of female staff in posts subject to geographical distribution and in posts with special language requirements by grade are shown in table 5, which compares data for 1999 and 2009.

Table 5
Female staff by level in posts subject to geographical distribution and posts with special language requirements

	Geographical posts				*Language posts*[a]			
	1999		*2009*		*1998*		*2009*	
Grade	*Number*	*Percentage*	*Number*	*Percentage*	*Number*	*Percentage*	*Number*	*Percentage*
USG	2	8.7	10	37.0	—	—	—	—
ASG	3	17.6	5	20.0	—	—	—	—
D-2	16	23.2	26	35.6	—	—	—	—
D-1	71	34.3	81	35.4	—	—	—	—
P-5	143	31.6	191	36.0	53	40.2	73	41.7
P-4	254	36.6	360	44.8	126	36.2	141	38.56
P-3	275	44.3	371	51.1	119	36.7	157	53.4
P-2/1	155	47.5	216	54.8	24	57.1	22	55.0
Total	**919**	**38.1**	**1 260**	**44.9**	**322**	**38.1**	**393**	**44.9**

[a] Language posts are exclusively at the P-2 to P-5 levels.

71. Table A.5 of annex II provides details on the 186 appointments to posts subject to geographical distribution by nationality, grade and gender for the period from 1 July 2008 to 30 June 2009. Table 6 below provides a condensed version of the same data.

Table 6
Staff newly appointed to posts subject to geographical distribution by gender, grade and number of nationalities represented, 1 July 2008-30 June 2009[a]

	Female			*Male*		
Grade	*Number appointed*	*Percentage of total*	*Number of nationalities represented*	*Number appointed*	*Percentage of total*	*Number of nationalities represented*
USG	2	40	2	3	60	3
ASG	0	0	2	4	100	4
D-2	2	28.6	2	5	71.4	5
D-1	2	28.6	2	5	71.4	5
P-5	8	30.8	8	18	69.2	12
P-4	23	59	18	16	41	11
P-3	15	55.6	12	12	44.4	8
P-2/1	43	60.6	21	28	39.4	21
Total	**95**	**51.1**	**48**	**91**	**48.98**	**50**

[a] Excludes serving staff who were already occupying posts subject to geographical distribution.

72. Table A.9 of annex II shows the gender distribution of staff in the Secretariat by department or office and grade as at 30 June 2009. Section A of the table indicates staff in posts subject to geographical distribution and section B provides data on staff in posts with special language requirements.

4. Recruitment of staff under the system of desirable ranges

73. During the period from 1 July 2008 to 30 June 2009, 186 appointments were made under the system of desirable ranges (see annex II, table A.5). Of that total, 1 appointment (0.5 per cent) was a national of an unrepresented Member State, 14 (7.5 per cent) were nationals of underrepresented Member States, 147 (79.0 per cent) were nationals of Member States that were within the desirable range and 24 (12.9 per cent) were of nationals Member States that were overrepresented as at 30 June 2008.

74. Of the 186 appointments, 73 (39.2 per cent) were of candidates who had been successful in national competitive examinations for posts in the P-2 and P-3 grades. A total of 45 (61.6 per cent) of the 73 successful candidates in the examinations were women.

75. In 2009, 44 Member States participated in national competitive examinations (Afghanistan, Andorra, Angola, Antigua and Barbuda, Bangladesh, Botswana, Brunei Darussalam, Cambodia, Comoros, Congo, Denmark, Gabon, Iran (Islamic Republic of), Ireland, Japan, Kuwait, Lao People's Democratic Republic, Lesotho, Liberia, Libyan Arab Jamahiriya, Liechtenstein, Lithuania, Marshall Islands, Mexico, Micronesia (Federated States of), Moldova, Monaco, Montenegro, Namibia, Norway, Oman, Palau, Republic of Korea, Samoa, San Marino, Saudi Arabia, Sierra Leone, Solomon Islands, Swaziland, Tajikistan, Tonga, United Kingdom of Great Britain and Northern Ireland, United States of America and Yemen). These are unrepresented and underrepresented Member States and those in danger of becoming so. Examinations were given in eight occupational groups.[5] A total of 109 candidates from the 2008 examinations were successful: 1 has been placed and 10 of the remaining 108 candidates on the roster are in the process of being recruited.

76. Of the 186 staff appointed 95 (51.1 per cent) were women, of whom 38 were from developed countries, 55 were from developing countries and 2 were from countries with economies in transition.

77. Among the 73 successful national competitive examination candidates, 35 (49.3 per cent) of the 71 P-2 candidates were recruited by offices away from Headquarters, while 36 (50.7 per cent) were recruited for posts in New York; one P-3 candidate was recruited by an office away from Headquarters and another for a post in New York. Table 7 presents placement data by entity for the period from 1 July 2008 to 30 June 2009.

[5] Administration, economics, finance, information technology, public information, security, social affairs and statistics.

Table 7
National competitive examination placement by entity, 1 July 2008-30 June 2009

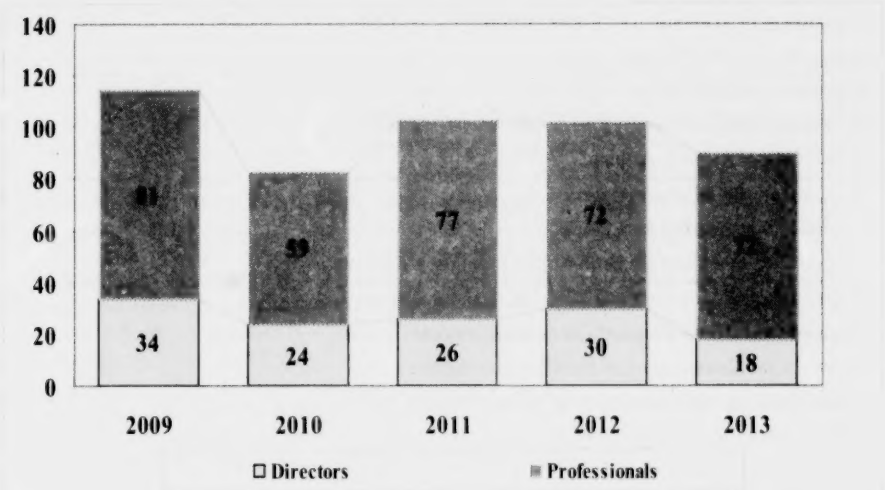
Department/office	*P-2*	*P-3*
Department for General Assembly and Conference Management	2	0
Department of Economic and Social Affairs	6	0
Department of Field Support	1	1
Department of Management	8	0
Department of Peacekeeping Operations	2	0
Department of Political Affairs	1	0
Department of Public Information	5	0
Economic Commission for Europe	3	0
Economic Commission for Latin America and the Caribbean	5	0
Economic and Social Commission for Asia and the Pacific	2	0
Economic and Social Commission for Western Asia	1	0
Office for the Coordination of Humanitarian Affairs	3	1
Office of Information and Communications Technology	3	0
Office of Internal Oversight Services	7	0
Office of Legal Affairs	1	0
Office of the United Nations High Commissioner for Human Rights	8	0
United Nations Conference on Trade and Development	2	0
United Nations Human Settlements Programme	2	0
United Nations Office at Geneva	5	0
United Nations Office at Nairobi	1	0
United Nations Office at Vienna	1	0
United Nations Office on Drugs and Crime	2	0
Total	**71**	**2**

5. Forecasts of anticipated retirements of Secretariat staff under the system of desirable ranges

78. Of the current 2,809 staff on posts subject to geographical distribution, 493 will retire between 2009 and 2013. During the period from 1 January to 30 June 2009, 47 staff retired (12 directors and 35 staff in the Professional category). The remaining 446 staff, representing 13.5 per cent of staff against posts subject to the system of desirable ranges, will reach the mandatory retirement age between 1 July 2009 and December 2013. Retirements will average 100 staff members a year, ranging from a low of 83 in 2010 to a high of 103 in 2011. Figure XVIII indicates the breakdown between the Director and Professional categories.

Figure XVIII
Anticipated retirements by category for staff under the system of desirable ranges, 2009-2013

(Total anticipated retirements: 493)[a]



[a] Data for 2009 include 35 staff in the Professional category and 12 directors who retired in the first six months of the year.

79. All staff from five Member States (Afghanistan, Libyan Arab Jamahiriya, Qatar, Sierra Leone and Tuvalu) who are serving on posts subject to geographical distribution will retire in the next five years. Eight Member States (Iraq, Japan, Mexico, Republic of Korea, Saudi Arabia, Spain, United Kingdom of Great Britain and Northern Ireland and United States of America) are underrepresented and will become further underrepresented if the numbers of their nationals expected to retire during this period are not balanced by a similar number of new recruitments. A total of 10 Member States (Bangladesh, Belarus, Belgium, Congo, India, Iran (Islamic Republic of), Lesotho, Morocco, Syrian Arab Republic and Viet Nam) will become underrepresented if the numbers of their nationals expected to retire during this period are not replaced by a similar number of new recruitments. For 45 Member States, the proportion of currently serving nationals expected to retire by 2013 is between 20 and 50 per cent of their current number of staff, for 33 Member States it is between 10 and 20 per cent of their current number of staff and for 9 Member States it is less than 10 per cent. For 72 Member States, no retirements of staff are expected in the next five years.

III. Geographical representation at the senior and policymaking levels of the Secretariat

80. The General Assembly, in section X, paragraph 14, of its resolution 61/244, requested the Secretary-General to take all necessary measures to ensure, at the senior and policymaking levels of the Secretariat, equitable representation of

Member States, especially those with inadequate representation at those levels, and to include relevant information thereon in all future reports on the composition of the Secretariat.

81. The Secretary-General is committed especially to improving gender and geographical balance at the senior level of the Secretariat (D-2 and above).

82. In addition to setting the example in appointing women to many senior positions, the Secretary-General continues to request that recommendations for appointments at the D-2 level and above in the overall Secretariat contain a list of at least three qualified candidates that includes qualified women. This directive has been implemented. Moreover, interview panels which are gender and geographically balanced, to ensure proper consideration of all cases reviewed, have become the norm. Some progress in gender representation has been registered in the overall staff populations from the D-2 level to the Under-Secretary-General level at Headquarters during the past year. The Secretary-General has called on his senior advisers to follow his example and record greater progress in the current and coming years.

83. At the Assistant Secretary-General and Under-Secretary-General levels in the Secretariat (covering headquarters in New York, Geneva, Vienna and Nairobi, the regional commissions and peacekeeping and special political missions), the Secretary-General is advised by senior officials from 59 countries. He is committed to continuing to expand geographical representation at these levels. The Secretary-General has also solicited nominations from Member States for such senior positions and will continue to do so.

IV. Implementation of human resources action plans

84. The General Assembly, in its resolution 57/305, requested the Secretary-General to report annually on progress made by departments in the implementation of their respective human resources action plans. Subsequently, in resolution 59/266, the Assembly stressed the need for adequate mechanisms to ensure the accountability of programme managers for the achievement of objectives contained in the action plans and requested the Secretary-General to ensure that the reconstituted Accountability Panel (the Management Performance Board) had the authority necessary to hold programme managers accountable for their performance in achieving those objectives.

85. The human resources action plan is a compact between heads of departments and offices and the Assistant Secretary-General for Human Resources Management to facilitate and monitor the performance of each department and office in regard to the human resources objectives of the Organization. Up until the fifth cycle (2007-2008), the cycle for the plans was biennial. In 2009, the Office of Human Resources Management placed the human resources action plans on an annual cycle in order to align them with the management compacts and thus further promote departmental accountability.

86. Each human resources action plans includes standard measurable targets and indicators for nine key human resources management areas: vacancy management; geographical distribution; gender representation; staff mobility; performance appraisal; staff development; staff-management relations; employment of

consultants; and employment of retirees. While heads of departments and offices commit themselves in writing at the start of each cycle to achieving the mutually agreed targets set out in their action plans, the Assistant Secretary-General for Human Resources Management undertakes to support their efforts to meet the targets in the plans.

87. To further improve transparency and empower departments and offices, the Office of Human Resources Management in 2008 implemented an enhanced version of the action plan website. Comprehensive statistical data on action plan indicators, derived from various stand-alone data systems, are readily available on the website for review by departmental officials. New features include the ability to extract the underlying data in respect of all indicators, contributing to departmental awareness of their strengths and weaknesses.

88. The role of the Office of Human Resources Management includes the preparation of a performance score card for each department, as well as an overall organizational summary, which are provided to the Management Performance Board for review at the middle and the end of each cycle. The Management Performance Board reviewed performance results at the end of the fifth cycle (2007-2008) in April 2009. Following this review, the Deputy Secretary-General, who chairs the board, communicated the Board's findings to each head of department and office and requested them to submit planned measures to overcome any performance shortcomings.

89. All of the 31 departments and offices for which the human resources action plan is a meaningful tool participated in the sixth cycle. The human resources action plan has not been introduced to a number of offices with fewer than 20 staff (i.e., United Nations Compensation Commission and United Nations Administrative Tribunal) or which report directly to the Secretary-General (i.e., the Ombudsman). In July 2008, the Department of Field Support deployed the human resources action plan to 26 of its field missions.

Achievement of human resources objectives

90. *Female selection and representation*. The present report identifies a number of indications that demonstrate improvements in gender representation in the United Nations Secretariat. As indicated in paragraph 46, more than one half of the staff recruited under 100 series of the Staff Rules with appointments of one year or longer between 1 July 2008 and 30 June 2009 were women. Figure XVII shows that the female representation is evolving closer to the male one. As indicated in paragraph 76, more women were appointed on geographical posts than men. While the overall gender balance has not reached the goal of 50/50 gender distribution, these indications support a trend towards closing the gender gap. It is plausible that the human resources action plans, in which a number of targets for the selection of female candidates and increased representation of women within departments and offices are included, have contributed to these results.

91. *Geography*. As indicated in the present report, there have been improvements in geographical representation within the United Nations Secretariat. As indicated in figure XVI, the number of unrepresented countries has been going down consistently over the past three years. While the number of underrepresented countries has gone up, the underlying data show that this was due to a peak in retirements from the newly underrepresented countries over the past two years, as

well as an increase in the number of budgeted posts subject to geographical distribution (see para. 63). Included in the human resources action plans are a number of targets on the selection of candidates from unrepresented and underrepresented Member States to further improve the geographical balance.

92. *Staff development.* After the introduction of the website on human resources action plans, departments were able to identify staff members who had yet to complete mandatory training courses (e.g., those on integrity awareness; prevention of workplace harassment, including sexual harassment, and abuse of authority in the workplace; professional ethics and integrity in daily work; and competency-based selection and interviewing skills) and could conduct targeted follow-up, contributing to a large increase in course completion. For example, in early 2007 when data collection on the website began, only 8 per cent of all staff had completed the integrity awareness online programme; this number reached 82 per cent at the end of 2008.

V. Conclusion

93. **The Secretary-General invites the General Assembly to take note of the present report.**

Annex I

System of desirable ranges

Method of calculation of the midpoint and ranges

1. Three factors are used to calculate the midpoint of the desirable range: the membership factor, the contribution factor and the population factor.

2. The membership factor is defined by the number of Member States and is the same for each Member State. It accounts for 40 per cent of the base figure and is equal to 6.9 posts for each Member State, which is the total number of posts for this factor (40 per cent of 3,300 = 1,320 posts), divided by the number of Member States (192).

3. The contribution factor is based on the most recent scale of assessments agreed by the General Assembly; the number of posts allotted for each Member State varies proportionally. The contribution factor, which is different for each Member State, represents the total number of posts for that factor (55 per cent of 3,300 = 1,815 posts) divided by 100 and multiplied by the Member State's most recent assessment percentage.

4. The population factor is based on the proportion of each Member State's population as compared with the global population of all Member States. The figures are based on United Nations statistics (population and vital statistics report) for each country. This factor is equal to the total number of posts for the population factor (5 per cent of 3,300 = 165 posts) divided by the total population of all Member States and multiplied by the population of the relevant Member State.

5. Once the three factors have been calculated, the midpoint of the range is derived by adding the individual Member State's share of the membership factor, the contribution factor and the population factor. The upper and lower limits of each range are determined by adding or subtracting 15 per cent from the midpoint of the range. The General Assembly, in its resolution 42/220 A, specified that that flexibility must cover a minimum of 4.8 posts, which cannot be lower than 2 posts (6.9 from the membership factor minus the 4.8 posts for flexibility), with the upper limit of the range being not less than 14 posts.

Calculation of the weighted ranges

6. Table A.8 of annex II provides data pertinent to the application of the system of desirable ranges for the geographical distribution of staff. It also shows the weighted distribution of staff and the weighted staff position for each Member State, in points.

7. As indicated in table A.11 of annex II, the percentage of total staff at each level (column 2) is applied to the base figure of 3,300 (column 3). The resulting figure is weighted by the gross salary per annum in United States dollars divided by 1,000 (column 4) to produce a weighted base figure (column 5). As at 30 June 2009, the weighted average value of each post was 92.17 points (304,176/3,300). Accordingly, the weighted membership factor was 121,670 points (40 per cent of 304,176), the weighted population factor was 15,209 points (5 per cent) and the weighted contribution factor was 167,296 points (55 per cent). These figures represent the global numbers; for each Member State a separate calculation based on

the same factors results in a weighted base figure. The weighted midpoint shown in table A.8 represents the sum of the weighted membership, population and contribution factors, and the weighted range is calculated as 15 per cent upward and downward (but not less than 442 points up and down (4.8 x 92.17), with the upper limit being not less than 1,290 points (14 x 92.17)). The weighted staff position for each Member State comprises the total number of staff of that country by grade, multiplied by the gross annual salary by grade.

Annex II

Comprehensive statistical tables

Table A.1
Staff under contract with the United Nations Secretariat by nationality, category and gender as at 30 June 2009

A. All staff
(Population: 39,978)

	Professional and higher categories				*Experts*				*General Service and related categories*				*Total*				
Country of nationality	*F*	*M*	*Total*	% *Women*	*F*	*M*	*Total*	% *Women*	*F*	*M*	*Total*	% *Women*	*F*	*M*	*Total*	% *Women*	% *Country*
Afghanistan	1	10	11	9.1	0	3	3	0.0	68	1 156	1 224	5.6	69	1 169	1 238	5.6	3.10
Albania	11	7	18	61.1	2	1	3	66.7	7	6	13	53.9	20	14	34	58.8	0.09
Algeria	10	19	29	34.5	0	2	2	0.0	16	18	34	47.1	26	39	65	40.0	0.16
Andorra	0	2	2	0.0	0	0	0	0.0	0	0	0	0.0	0	2	2	0.0	0.01
Angola	0	1	1	0.0	0	0	0	0.0	1	16	17	5.9	1	17	18	5.6	0.05
Antigua and Barbuda	1	0	1	100.0	0	1	1	0.0	3	2	5	60.0	4	3	7	57.1	0.02
Argentina	53	57	110	48.2	4	15	19	21.1	37	28	65	56.9	94	100	194	48.5	0.49
Armenia	2	8	10	20.0	1	0	1	100.0	3	3	6	50.0	6	11	17	35.3	0.04
Australia	86	117	203	42.4	4	18	22	18.2	47	51	98	48.0	137	186	323	42.4	0.81
Austria	38	47	85	44.7	11	10	21	52.4	127	138	265	47.9	176	195	371	47.4	0.93
Azerbaijan	5	4	9	55.6	1	3	4	25.0	1	1	2	50.0	7	8	15	46.7	0.04
Bahamas	9	3	12	75.0	0	0	0	0.0	1	0	1	100.0	10	3	13	76.9	0.03
Bahrain	1	2	3	33.3	0	0	0	0.0	5	3	8	62.5	6	5	11	54.6	0.03
Bangladesh	7	58	65	10.8	2	7	9	22.2	5	27	32	15.6	14	92	106	13.2	0.27
Barbados	9	2	11	81.8	1	0	1	100.0	8	28	36	22.2	18	30	48	37.5	0.12
Belarus	1	17	18	5.6	1	0	1	100.0	5	2	7	71.4	7	19	26	26.9	0.07
Belgium	50	76	126	39.7	6	23	29	20.7	27	20	47	57.5	83	119	202	41.1	0.51
Belize	1	3	4	25.0	0	0	0	0.0	4	1	5	80.0	5	4	9	55.6	0.02
Benin	9	36	45	20.0	0	4	4	0.0	8	20	28	28.6	17	60	77	22.1	0.19
Bhutan	2	8	10	20.0	0	0	0	0.0	9	8	17	52.9	11	16	27	40.7	0.07
Bolivia	6	9	15	40.0	2	5	7	28.6	9	6	15	60.0	17	20	37	46.0	0.09
Bosnia and Herzegovina	14	19	33	42.4	1	0	1	100.0	58	75	133	43.6	73	94	167	43.7	0.42

Country of nationality	Professional and higher categories				Experts				General Service and related categories				Total				
	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	% Country
Botswana	4	3	7	57.1	0	0	0	0.0	1	0	1	100.0	5	3	8	62.5	0.02
Brazil	35	50	85	41.2	8	7	15	53.3	32	25	57	56.1	75	82	157	47.8	0.39
Brunei Darussalam	0	1	1	0.0	0	0	0	0.0	0	0	0	0.0	0	1	1	0.0	0.00
Bulgaria	22	33	55	40.0	2	1	3	66.7	7	13	20	35.0	31	47	78	39.7	0.20
Burkina Faso	9	22	31	29.0	0	5	5	0.0	5	14	19	26.3	14	41	55	25.5	0.14
Burundi	9	22	31	29.0	0	4	4	0.0	117	174	291	40.2	126	200	326	38.7	0.82
Cambodia	1	2	3	33.3	0	5	5	0.0	5	6	11	45.5	6	13	19	31.6	0.05
Cameroon	37	110	147	25.2	4	8	12	33.3	56	38	94	59.6	97	156	253	38.3	0.63
Canada	152	244	396	38.4	16	36	52	30.8	137	106	243	56.4	305	386	691	44.1	1.73
Cape Verde	1	5	6	16.7	0	0	0	0.0	3	1	4	75.0	4	6	10	40.0	0.03
Central African Republic	1	6	7	14.3	0	0	0	0.0	21	54	75	28.0	22	60	82	26.8	0.21
Chad	1	7	8	12.5	1	1	2	50.0	36	270	306	11.8	38	278	316	12.0	0.79
Chile	29	28	57	50.9	5	14	19	26.3	163	137	300	54.3	197	179	376	52.4	0.94
China	126	162	288	43.8	5	4	9	55.6	80	58	138	58.0	211	224	435	48.5	1.09
Colombia	29	17	46	63.0	6	4	10	60.0	25	32	57	43.9	60	53	113	53.1	0.28
Comoros	0	2	2	0.0	0	0	0	0.0	1	1	2	50.0	1	3	4	25.0	0.01
Congo	8	11	19	42.1	0	2	2	0.0	8	9	17	47.1	16	22	38	42.1	0.10
Costa Rica	3	9	12	25.0	3	1	4	75.0	2	2	4	50.0	8	12	20	40.0	0.05
Côte d'Ivoire	11	47	58	19.0	0	3	3	0.0	110	376	486	22.6	121	426	547	22.1	1.37
Croatia	28	23	51	54.9	1	0	1	100.0	78	65	143	54.6	107	88	195	54.9	0.49
Cuba	12	11	23	52.2	1	1	2	50.0	7	4	11	63.6	20	16	36	55.6	0.09
Cyprus	2	3	5	40.0	0	0	0	0.0	37	60	97	38.1	39	63	102	38.2	0.26
Czech Republic	7	9	16	43.8	0	0	0	0.0	11	18	29	37.9	18	27	45	40.0	0.11
Democratic People's Republic of Korea	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0.00
Democratic Republic of the Congo	9	24	33	27.3	0	9	9	0.0	330	2 138	2 468	13.4	339	2 171	2 510	13.5	6.28
Denmark	21	37	58	36.2	7	19	26	26.9	6	21	27	22.2	34	77	111	30.6	0.28
Djibouti	2	7	9	22.2	0	0	0	0.0	1	1	2	50.0	3	8	11	27.3	0.03
Dominica	0	3	3	0.0	0	0	0	0.0	1	5	6	16.7	1	8	9	11.1	0.02
Dominican Republic	3	4	7	42.9	0	0	0	0.0	8	5	13	61.5	11	9	20	55.0	0.05
Ecuador	11	9	20	55.0	1	4	5	20.0	12	8	20	60.0	24	21	45	53.3	0.11

Country of nationality	Professional and higher categories				Experts				General Service and related categories				Total				
	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	% Country
Egypt	46	84	130	35.4	3	9	12	25.0	21	52	73	28.8	70	145	215	32.6	0.54
El Salvador	6	7	13	46.2	0	0	0	0.0	14	4	18	77.8	20	11	31	64.5	0.08
Equatorial Guinea	1	2	3	33.3	0	0	0	0.0	0	0	0	0.0	1	2	3	33.3	0.01
Eritrea	5	7	12	41.7	0	0	0	0.0	43	23	66	65.2	48	30	78	61.5	0.20
Estonia	4	4	8	50.0	0	0	0	0.0	0	2	2	0.0	4	6	10	40.0	0.03
Ethiopia	23	63	86	26.7	5	10	15	33.3	305	375	680	44.9	333	448	781	42.6	1.95
Fiji	8	11	19	42.1	0	0	0	0.0	10	81	91	11.0	18	92	110	16.4	0.28
Finland	17	20	37	46.0	17	8	25	68.0	11	32	43	25.6	45	60	105	42.9	0.26
France	325	277	602	54.0	62	54	116	53.5	412	371	783	52.6	799	702	1 501	53.2	3.75
Gabon	2	7	9	22.2	0	1	1	0.0	0	0	0	0.0	2	8	10	20.0	0.03
Gambia	9	27	36	25.0	1	1	2	50.0	4	14	18	22.2	14	42	56	25.0	0.14
Georgia	2	4	6	33.3	0	0	0	0.0	33	84	117	28.2	35	88	123	28.5	0.31
Germany	170	183	353	48.2	49	45	94	52.1	45	32	77	58.4	264	260	524	50.4	1.31
Ghana	17	121	138	12.3	2	3	5	40.0	52	112	164	31.7	71	236	307	23.1	0.77
Greece	19	20	39	48.7	1	1	2	50.0	13	15	28	46.4	33	36	69	47.8	0.17
Grenada	0	3	3	0.0	0	0	0	0.0	3	2	5	60.0	3	5	8	37.5	0.02
Guatemala	5	6	11	45.5	0	1	1	0.0	20	24	44	45.5	25	31	56	44.6	0.14
Guinea	2	19	21	9.5	0	2	2	0.0	4	10	14	28.6	6	31	37	16.2	0.09
Guinea-Bissau	4	4	8	50.0	0	0	0	0.0	5	11	16	31.3	9	15	24	37.5	0.06
Guyana	12	10	22	54.6	0	0	0	0.0	27	21	48	56.3	39	31	70	55.7	0.18
Haiti	6	13	19	31.6	0	0	0	0.0	281	1 039	1 320	21.3	287	1 052	1 339	21.4	3.35
Honduras	3	11	14	21.4	0	0	0	0.0	8	10	18	44.4	11	21	32	34.4	0.08
Hungary	7	14	21	33.3	0	1	1	0.0	6	6	12	50.0	13	21	34	38.2	0.09
Iceland	1	5	6	16.7	0	0	0	0.0	1	7	8	12.5	2	12	14	14.3	0.04
India	54	161	215	25.1	7	23	30	23.3	93	253	346	26.9	154	437	591	26.1	1.48
Indonesia	9	12	21	42.9	1	1	2	50.0	21	17	38	55.3	31	30	61	50.8	0.15
Iran (Islamic Republic of)	12	13	25	48.0	2	5	7	28.6	9	8	17	52.9	23	26	49	46.9	0.12
Iraq	9	16	25	36.0	0	2	2	0.0	78	277	355	22.0	87	295	382	22.8	0.96
Ireland	29	47	76	38.2	1	6	7	14.3	31	44	75	41.3	61	97	158	38.6	0.40
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

Country of nationality	Professional and higher categories				Experts				General Service and related categories				Total				
	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	% Country
Israel	10	18	28	35.7	0	1	1	0.0	17	26	43	39.5	27	45	72	37.5	0.18
Italy	138	132	270	51.1	42	64	106	39.6	107	177	284	37.7	287	373	660	43.5	1.65
Jamaica	18	9	27	66.7	0	1	1	0.0	65	58	123	52.9	83	68	151	55.0	0.38
Japan	103	66	169	61.0	11	12	23	47.8	42	11	53	79.3	156	89	245	63.7	0.61
Jordan	15	37	52	28.9	3	3	6	50.0	42	152	194	21.7	60	192	252	23.8	0.63
Kazakhstan	8	7	15	53.3	2	0	2	100.0	2	0	2	100.0	12	7	19	63.2	0.05
Kenya	107	101	208	51.4	16	29	45	35.6	603	574	1 177	51.2	726	704	1 430	50.8	3.58
Kiribati	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0.00
Kuwait	0	1	1	0.0	0	0	0	0.0	0	3	3	0.0	0	4	4	0.0	0.01
Kyrgyzstan	6	6	12	50.0	1	2	3	33.3	1	4	5	20.0	8	12	20	40.0	0.05
Lao People's Democratic Republic	0	2	2	0.0	0	0	0	0.0	0	0	0	0.0	0	2	2	0.0	0.01
Latvia	1	3	4	25.0	2	0	2	100.0	1	3	4	25.0	4	6	10	40.0	0.03
Lebanon	47	27	74	63.5	3	5	8	37.5	309	739	1 048	29.5	359	771	1 130	31.8	2.83
Lesotho	6	1	7	85.7	0	0	0	0.0	1	0	1	100.0	7	1	8	87.5	0.02
Liberia	5	11	16	31.3	1	3	4	25.0	206	847	1 053	19.6	212	861	1 073	19.8	2.68
Libyan Arab Jamahiriya	1	2	3	33.3	0	0	0	0.0	2	3	5	40.0	3	5	8	37.5	0.02
Liechtenstein	0	0	0	0.0	2	0	2	100.0	1	0	1	100.0	3	0	3	100.0	0.01
Lithuania	2	3	5	40.0	0	0	0	0.0	1	2	3	33.3	3	5	8	37.5	0.02
Luxembourg	2	5	7	28.6	2	1	3	66.7	0	0	0	0.0	4	6	10	40.0	0.03
Madagascar	5	10	15	33.3	1	0	1	100.0	9	6	15	60.0	15	16	31	48.4	0.08
Malawi	2	15	17	11.8	0	2	2	0.0	2	3	5	40.0	4	20	24	16.7	0.06
Malaysia	22	20	42	52.4	1	2	3	33.3	8	17	25	32.0	31	39	70	44.3	0.18
Maldives	1	2	3	33.3	0	0	0	0.0	0	0	0	0.0	1	2	3	33.3	0.01
Mali	10	32	42	23.8	1	4	5	20.0	11	7	18	61.1	22	43	65	33.9	0.16
Malta	2	4	6	33.3	0	0	0	0.0	3	0	3	100.0	5	4	9	55.6	0.02
Marshall Islands	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0.00
Mauritania	0	23	23	0.0	0	2	2	0.0	1	1	2	50.0	1	26	27	3.7	0.07
Mauritius	8	7	15	53.3	0	2	2	0.0	5	6	11	45.5	13	15	28	46.4	0.07
Mexico	33	39	72	45.8	3	5	8	37.5	56	27	83	67.5	92	71	163	56.4	0.41
Micronesia (Federated States of)	0	1	1	0.0	0	0	0	0.0	0	0	0	0.0	0	1	1	0.0	0.00
Monaco	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0.00

Country of nationality	Professional and higher categories				Experts				General Service and related categories				Total				
	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	% Country
Mongolia	8	8	16	50.0	4	0	4	100.0	7	0	7	100.0	19	8	27	70.4	0.07
Montenegro	0	0	0	0.0	0	0	0	0.0	0	1	1	0.0	0	1	1	0.0	0.00
Morocco	22	53	75	29.3	2	2	4	50.0	64	164	228	28.1	88	219	307	28.7	0.77
Mozambique	0	7	7	0.0	0	0	0	0.0	5	1	6	83.3	5	8	13	38.5	0.03
Myanmar	9	8	17	52.9	1	1	2	50.0	45	45	90	50.0	55	54	109	50.5	0.27
Namibia	3	2	5	60.0	0	0	0	0.0	4	2	6	66.7	7	4	11	63.6	0.03
Nauru	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0.00
Nepal	4	64	68	5.9	1	12	13	7.7	19	90	109	17.4	24	166	190	12.6	0.48
Netherlands	53	83	136	39.0	8	27	35	22.9	76	120	196	38.8	137	230	367	37.3	0.92
New Zealand	20	35	55	36.4	3	8	11	27.3	11	40	51	21.6	34	83	117	29.1	0.29
Nicaragua	5	5	10	50.0	0	0	0	0.0	3	0	3	100.0	8	5	13	61.5	0.03
Niger	9	23	32	28.1	1	1	2	50.0	13	20	33	39.4	23	44	67	34.3	0.17
Nigeria	41	110	151	27.2	4	9	13	30.8	31	61	92	33.7	76	180	256	29.7	0.64
Norway	19	27	46	41.3	18	12	30	60.0	8	30	38	21.1	45	69	114	39.5	0.29
Oman	0	1	1	0.0	0	0	0	0.0	0	0	0	0.0	0	1	1	0.0	0.00
Pakistan	13	76	89	14.6	0	9	9	0.0	12	130	142	8.5	25	215	240	10.4	0.60
Palau	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0.00
Panama	6	4	10	60.0	0	0	0	0.0	15	10	25	60.0	21	14	35	60.0	0.09
Papua New Guinea	0	4	4	0.0	0	0	0	0.0	0	1	1	0.0	0	5	5	0.0	0.01
Paraguay	5	4	9	55.6	0	1	1	0.0	2	4	6	33.3	7	9	16	43.8	0.04
Peru	22	26	48	45.8	2	4	6	33.3	78	66	144	54.2	102	96	198	51.5	0.50
Philippines	65	58	123	52.9	4	10	14	28.6	402	297	699	57.5	471	365	836	56.3	2.09
Poland	10	37	47	21.3	2	7	9	22.2	15	13	28	53.6	27	57	84	32.1	0.21
Portugal	21	23	44	47.7	3	3	6	50.0	19	39	58	32.8	43	65	108	39.8	0.27
Qatar	0	1	1	0.0	0	1	1	0.0	0	0	0	0.0	0	2	2	0.0	0.01
Republic of Korea	30	36	66	45.5	5	7	12	41.7	9	6	15	60.0	44	49	93	47.3	0.23
Republic of Moldova	2	2	4	50.0	0	1	1	0.0	1	1	2	50.0	3	4	7	42.9	0.02
Romania	14	23	37	37.8	1	3	4	25.0	20	90	110	18.2	35	116	151	23.2	0.38
Russian Federation	49	305	354	13.8	4	2	6	66.7	199	107	306	65.0	252	414	666	37.8	1.67
Rwanda	14	45	59	23.7	1	2	3	33.3	54	106	160	33.8	69	153	222	31.1	0.56

Country of nationality	Professional and higher categories				Experts				General Service and related categories				Total				
	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	% Country
Saint Kitts and Nevis	5	2	7	71.4	0	0	0	0.0	0	0	0	0.0	5	2	7	71.4	0.02
Saint Lucia	1	3	4	25.0	0	0	0	0.0	3	0	3	100.0	4	3	7	57.1	0.02
Saint Vincent and the Grenadines	2	3	5	40.0	0	1	1	0.0	2	3	5	40.0	4	7	11	36.4	0.03
Samoa	0	1	1	0.0	0	0	0	0.0	1	6	7	14.3	1	7	8	12.5	0.02
San Marino	2	0	2	100.0	0	0	0	0.0	0	0	0	0.0	2	0	2	100.0	0.01
Sao Tome and Principe	0	2	2	0.0	0	0	0	0.0	1	0	1	100.0	1	2	3	33.3	0.01
Saudi Arabia	2	1	3	66.7	0	0	0	0.0	0	2	2	0.0	2	3	5	40.0	0.01
Senegal	23	86	109	21.1	3	13	16	18.8	19	53	72	26.4	45	152	197	22.8	0.49
Serbia	27	24	51	52.9	0	1	1	0.0	114	212	326	35.0	141	237	378	37.3	0.95
Seychelles	2	5	7	28.6	0	0	0	0.0	4	1	5	80.0	6	6	12	50.0	0.03
Sierra Leone	11	29	40	27.5	2	5	7	28.6	60	107	167	35.9	73	141	214	34.1	0.54
Singapore	14	11	25	56.0	1	0	1	100.0	5	2	7	71.4	20	13	33	60.6	0.08
Slovakia	3	11	14	21.4	0	0	0	0.0	7	10	17	41.2	10	21	31	32.3	0.08
Slovenia	6	4	10	60.0	0	0	0	0.0	2	3	5	40.0	8	7	15	53.3	0.04
Solomon Islands	0	1	1	0.0	0	0	0	0.0	0	0	0	0.0	0	1	1	0.0	0.00
Somalia	3	15	18	16.7	1	3	4	25.0	6	16	22	27.3	10	34	44	22.7	0.11
South Africa	28	47	75	37.3	4	5	9	44.4	17	49	66	25.8	49	101	150	32.7	0.38
Spain	112	120	232	48.3	24	18	42	57.1	54	44	98	55.1	190	182	372	51.1	0.93
Sri Lanka	11	25	36	30.6	2	3	5	40.0	26	66	92	28.3	39	94	133	29.3	0.33
Sudan	8	32	40	20.0	0	7	7	0.0	689	3 976	4 665	14.8	697	4 015	4 712	14.8	11.79
Suriname	2	2	4	50.0	0	0	0	0.0	1	0	1	100.0	3	2	5	60.0	0.01
Swaziland	2	1	3	66.7	0	0	0	0.0	0	0	0	0.0	2	1	3	66.7	0.01
Sweden	58	44	102	56.9	11	10	21	52.4	16	35	51	31.4	85	89	174	48.9	0.44
Switzerland	82	43	125	65.6	19	19	38	50.0	65	84	149	43.6	166	146	312	53.2	0.78
Syrian Arab Republic	19	18	37	51.4	0	0	0	0.0	42	96	138	30.4	61	114	175	34.9	0.44
Tajikistan	5	6	11	45.5	0	1	1	0.0	16	26	42	38.1	21	33	54	38.9	0.14
Thailand	11	16	27	40.7	2	4	6	33.3	216	169	385	56.1	229	189	418	54.8	1.05
The former Yugoslav Republic of Macedonia	4	7	11	36.4	0	0	0	0.0	14	17	31	45.2	18	24	42	42.9	0.11
Timor-Leste	1	0	1	100.0	0	0	0	0.0	163	726	889	18.3	164	726	890	18.4	2.23

Country of nationality	Professional and higher categories				Experts				General Service and related categories				Total				
	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	% Country
Togo	3	33	36	8.3	0	3	3	0.0	8	11	19	42.1	11	47	58	19.0	0.15
Tonga	1	0	1	100.0	0	0	0	0.0	0	0	0	0.0	1	0	1	100.0	0.00
Trinidad and Tobago	22	13	35	62.9	1	1	2	50.0	68	96	164	41.5	91	110	201	45.3	0.50
Tunisia	14	35	49	28.6	3	6	9	33.3	14	23	37	37.8	31	64	95	32.6	0.24
Turkey	13	14	27	48.2	1	2	3	33.3	7	15	22	31.8	21	31	52	40.4	0.13
Turkmenistan	1	0	1	100.0	1	0	1	100.0	0	1	1	0.0	2	1	3	66.7	0.01
Tuvalu	0	1	1	0.0	0	0	0	0.0	0	0	0	0.0	0	1	1	0.0	0.00
Uganda	34	63	97	35.1	4	5	9	44.4	69	145	214	32.2	107	213	320	33.4	0.80
Ukraine	8	64	72	11.1	1	0	1	100.0	18	29	47	38.3	27	93	120	22.5	0.30
United Arab Emirates	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0.00
United Kingdom of Great Britain and Northern Ireland	212	296	508	41.7	23	46	69	33.3	180	140	320	56.3	415	482	897	46.3	2.24
United Republic of Tanzania	18	33	51	35.3	2	1	3	66.7	147	298	445	33.0	167	332	499	33.5	1.25
United States of America	555	559	1 114	49.8	25	44	69	36.2	733	688	1 421	51.6	1 313	1 291	2 604	50.4	6.51
Uruguay	26	38	64	40.6	0	2	2	0.0	25	31	56	44.6	51	71	122	41.8	0.31
Uzbekistan	6	8	14	42.9	2	3	5	40.0	3	4	7	42.9	11	15	26	42.3	0.07
Vanuatu	0	0	0	0.0	0	0	0	0.0	0	1	1	0.0	0	1	1	0.0	0.00
Venezuela (Bolivarian Republic of)	11	19	30	36.7	2	3	5	40.0	7	6	13	53.9	20	28	48	41.7	0.12
Viet Nam	4	3	7	57.1	0	0	0	0.0	1	0	1	100.0	5	3	8	62.5	0.02
Yemen	1	5	6	16.7	0	0	0	0.0	0	5	5	0.0	1	10	11	9.1	0.03
Zambia	12	15	27	44.4	2	0	2	100.0	20	30	50	40.0	34	45	79	43.0	0.20
Zimbabwe	20	35	55	36.4	2	6	8	25	26	25	51	51.0	48	66	114	42.1	0.29
Subtotal	**4 097**	**6 034**	**10 131**	**40.4**	**540**	**865**	**1 405**	**38.4**	**8 775**	**19 537**	**28 312**	**31.0**	**13 412**	**26 436**	**39 848**	**33.7**	**99.67**
Other																	
Palestine	2	8	10	20.0	0	1	1	0.0	17	68	85	20.0	19	77	96	19.8	0.24
Stateless	2	5	7	28.6	0	0	0	0.0	7	20	27	25.9	9	25	34	26.5	0.09
Subtotal	**4**	**13**	**17**	**23.5**	**0**	**1**	**1**	**0.0**	**24**	**88**	**112**	**21.4**	**28**	**102**	**130**	**21.5**	**0.33**
Total	**4 101**	**6 047**	**10 148**	**40.4**	**540**	**866**	**1 406**	**38.4**	**8 799**	**19 625**	**28 424**	**31.0**	**13 440**	**26 538**	**39 978**	**33.6**	**100.00**

B. Staff appointed under the 100 series of the Staff Rules with an appointment of one year or longer

(Population: 13,270)

	Professional and higher categories				*General Service and related categories*				*Total*				
Country of nationality	*F*	*M*	*Total*	% *Women*	*F*	*M*	*Total*	% *Women*	*F*	*M*	*Total*	% *Women*	% *Country*
Afghanistan	0	3	3	0.0	1	2	3	33.3	1	5	6	16.7	0.05
Albania	7	1	8	87.5	1	2	3	33.3	8	3	11	72.7	0.08
Algeria	6	10	16	37.5	11	12	23	47.8	17	22	39	43.6	0.29
Andorra	0	2	2	0.0	0	0	0	0.0	0	2	2	0.0	0.02
Angola	0	1	1	0.0	0	0	0	0.0	0	1	1	0.0	0.01
Antigua and Barbuda	1	0	1	100.0	2	0	2	100.0	3	0	3	100.0	0.02
Argentina	36	40	76	47.4	28	17	45	62.2	64	57	121	52.9	0.91
Armenia	1	6	7	14.3	1	0	1	100.0	2	6	8	25.0	0.06
Australia	50	68	118	42.4	16	6	22	72.7	66	74	140	47.1	1.06
Austria	21	29	50	42.0	117	93	210	55.7	138	122	260	53.1	1.96
Azerbaijan	3	4	7	42.9	0	0	0	0.0	3	4	7	42.9	0.05
Bahamas	8	3	11	72.7	1	0	1	100.0	9	3	12	75.0	0.09
Bahrain	1	2	3	33.3	4	2	6	66.7	5	4	9	55.6	0.07
Bangladesh	4	23	27	14.8	3	8	11	27.3	7	31	38	18.4	0.29
Barbados	9	2	11	81.8	8	8	16	50.0	17	10	27	63.0	0.20
Belarus	1	15	16	6.3	5	1	6	83.3	6	16	22	27.3	0.17
Belgium	28	36	64	43.8	19	5	24	79.2	47	41	88	53.4	0.66
Belize	1	3	4	25.0	4	1	5	80.0	5	4	9	55.6	0.07
Benin	1	12	13	7.7	1	1	2	50.0	2	13	15	13.3	0.11
Bhutan	1	5	6	16.7	1	0	1	100.0	2	5	7	28.6	0.05
Bolivia	4	5	9	44.4	9	4	13	69.2	13	9	22	59.1	0.17
Bosnia and Herzegovina	5	3	8	62.5	7	15	22	31.8	12	18	30	40.0	0.23
Botswana	3	1	4	75.0	0	0	0	0.0	3	1	4	75.0	0.03
Brazil	21	34	55	38.2	24	15	39	61.5	45	49	94	47.9	0.71
Brunei Darussalam	0	1	1	0.0	0	0	0	0.0	0	1	1	0.0	0.01
Bulgaria	13	21	34	38.2	2	3	5	40.0	15	24	39	38.5	0.29
Burkina Faso	2	8	10	20.0	1	3	4	25.0	3	11	14	21.4	0.11
Burundi	4	7	11	36.4	3	2	5	60.0	7	9	16	43.8	0.12
Cambodia	1	0	1	100.0	1	2	3	33.3	2	2	4	50.0	0.03
Cameroon	7	24	31	22.6	15	10	25	60.0	22	34	56	39.3	0.42
Canada	84	119	203	41.4	98	33	131	74.8	182	152	334	54.5	2.52
Cape Verde	0	4	4	0.0	1	0	1	100.0	1	4	5	20.0	0.04
Central African Republic	1	3	4	25.0	0	2	2	0.0	1	5	6	16.7	0.05
Chad	0	3	3	0.0	0	0	0	0.0	0	3	3	0.0	0.02
Chile	4	19	23	17.4	147	117	264	55.7	151	136	287	52.6	2.16

Country of nationality	Professional and higher categories				General Service and related categories				Total				
	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	% Country
China	100	140	240	41.7	68	48	116	58.6	168	188	356	47.2	2.68
Colombia	19	10	29	65.5	18	20	38	47.4	37	30	67	55.2	0.50
Comoros	0	0	0	0.0	1	0	1	100.0	1	0	1	100.0	0.01
Congo	1	3	4	25.0	4	2	6	66.7	5	5	10	50.0	0.08
Costa Rica	3	6	9	33.3	2	2	4	50.0	5	8	13	38.5	0.10
Côte d'Ivoire	0	17	17	0.0	1	4	5	20.0	1	21	22	4.6	0.17
Croatia	6	7	13	46.2	7	5	12	58.3	13	12	25	52.0	0.19
Cuba	8	9	17	47.1	5	4	9	55.6	13	13	26	50.0	0.20
Cyprus	2	2	4	50.0	0	0	0	0.0	2	2	4	50.0	0.03
Czech Republic	7	7	14	50.0	8	10	18	44.4	15	17	32	46.9	0.24
Democratic People's Republic of Korea	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0.00
Democratic Republic of the Congo	3	8	11	27.3	0	6	6	0.0	3	14	17	17.7	0.13
Denmark	14	28	42	33.3	3	5	8	37.5	17	33	50	34.0	0.38
Djibouti	1	5	6	16.7	0	0	0	0.0	1	5	6	16.7	0.05
Dominica	0	3	3	0.0	1	5	6	16.7	1	8	9	11.1	0.07
Dominican Republic	1	2	3	33.3	8	2	10	80.0	9	4	13	69.2	0.10
Ecuador	5	8	13	38.5	9	4	13	69.2	14	12	26	53.9	0.20
Egypt	24	46	70	34.3	14	28	42	33.3	38	74	112	33.9	0.84
El Salvador	4	4	8	50.0	10	0	10	100.0	14	4	18	77.8	0.14
Equatorial Guinea	1	2	3	33.3	0	0	0	0.0	1	2	3	33.3	0.02
Eritrea	3	4	7	42.9	4	6	10	40.0	7	10	17	41.2	0.13
Estonia	3	3	6	50.0	0	0	0	0.0	3	3	6	50.0	0.05
Ethiopia	15	30	45	33.3	220	281	501	43.9	235	311	546	43.0	4.11
Fiji	7	7	14	50.0	5	3	8	62.5	12	10	22	54.6	0.17
Finland	11	14	25	44.0	3	2	5	60.0	14	16	30	46.7	0.23
France	189	164	353	53.5	328	297	625	52.5	517	461	978	52.9	7.37
Gabon	1	5	6	16.7	0	0	0	0.0	1	5	6	16.7	0.05
Gambia	4	8	12	33.3	1	0	1	100.0	5	8	13	38.5	0.10
Georgia	0	4	4	0.0	0	0	0	0.0	0	4	4	0.0	0.03
Germany	121	134	255	47.5	35	14	49	71.4	156	148	304	51.3	2.29
Ghana	8	33	41	19.5	26	16	42	61.9	34	49	83	41.0	0.63
Greece	13	16	29	44.8	12	5	17	70.6	25	21	46	54.4	0.35
Grenada	0	2	2	0.0	3	1	4	75.0	3	3	6	50.0	0.05
Guatemala	4	4	8	50.0	6	2	8	75.0	10	6	16	62.5	0.12
Guinea	2	7	9	22.2	0	2	2	0.0	2	9	11	18.2	0.08
Guinea-Bissau	1	3	4	25.0	0	0	0	0.0	1	3	4	25.0	0.03

Country of nationality	Professional and higher categories				General Service and related categories				Total				
	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	% Country
Guyana	10	6	16	62.5	23	15	38	60.5	33	21	54	61.1	0.41
Haiti	4	3	7	57.1	36	6	42	85.7	40	9	49	81.6	0.37
Honduras	2	4	6	33.3	2	0	2	100.0	4	4	8	50.0	0.06
Hungary	6	11	17	35.3	2	4	6	33.3	8	15	23	34.8	0.17
Iceland	1	4	5	20.0	0	1	1	0.0	1	5	6	16.7	0.05
India	39	83	122	32.0	54	83	137	39.4	93	166	259	35.9	1.95
Indonesia	8	11	19	42.1	16	9	25	64.0	24	20	44	54.6	0.33
Iran (Islamic Republic of)	8	9	17	47.1	7	3	10	70.0	15	12	27	55.6	0.20
Iraq	3	1	4	75.0	8	7	15	53.3	11	8	19	57.9	0.14
Ireland	17	23	40	42.5	21	5	26	80.8	38	28	66	57.6	0.50
Israel	4	13	17	23.5	5	11	16	31.3	9	24	33	27.3	0.25
Italy	91	91	182	50.0	29	29	58	50.0	120	120	240	50.0	1.81
Jamaica	10	5	15	66.7	50	28	78	64.1	60	33	93	64.5	0.70
Japan	86	53	139	61.9	34	9	43	79.1	120	62	182	65.9	1.37
Jordan	11	11	22	50.0	5	7	12	41.7	16	18	34	47.1	0.26
Kazakhstan	5	6	11	45.5	2	0	2	100.0	7	6	13	53.9	0.10
Kenya	56	40	96	58.3	437	340	777	56.2	493	380	873	56.5	6.58
Kiribati	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0.00
Kuwait	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0.00
Kyrgyzstan	2	4	6	33.3	0	1	1	0.0	2	5	7	28.6	0.05
Lao People's Democratic Republic	0	1	1	0.0	0	0	0	0.0	0	1	1	0.0	0.01
Latvia	1	2	3	33.3	1	1	2	50.0	2	3	5	40.0	0.04
Lebanon	32	14	46	69.6	111	115	226	49.1	143	129	272	52.6	2.05
Lesotho	3	0	3	100.0	0	0	0	0.0	3	0	3	100.0	0.02
Liberia	4	2	6	66.7	4	1	5	80.0	8	3	11	72.7	0.08
Libyan Arab Jamahiriya	0	2	2	0.0	2	0	2	100.0	2	2	4	50.0	0.03
Liechtenstein	0	0	0	0.0	1	0	1	100.0	1	0	1	100.0	0.01
Lithuania	1	1	2	50.0	1	1	2	50.0	2	2	4	50.0	0.03
Luxembourg	1	5	6	16.7	0	0	0	0.0	1	5	6	16.7	0.05
Madagascar	3	6	9	33.3	8	3	11	72.7	11	9	20	55.0	0.15
Malawi	1	7	8	12.5	2	0	2	100.0	3	7	10	30.0	0.08
Malaysia	15	9	24	62.5	5	5	10	50.0	20	14	34	58.8	0.26
Maldives	1	2	3	33.3	0	0	0	0.0	1	2	3	33.3	0.02
Mali	6	9	15	40.0	4	2	6	66.7	10	11	21	47.6	0.16
Malta	1	3	4	25.0	2	0	2	100.0	3	3	6	50.0	0.05
Marshall Islands	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0.00
Mauritania	0	11	11	0.0	1	0	1	100.0	1	11	12	8.3	0.09

Country of nationality	Professional and higher categories				General Service and related categories				Total				
	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	% Country
Mauritius	8	5	13	61.5	4	4	8	50.0	12	9	21	57.1	0.16
Mexico	25	32	57	43.9	50	23	73	68.5	75	55	130	57.7	0.98
Micronesia (Federated States of)	0	1	1	0.0	0	0	0	0.0	0	1	1	0.0	0.01
Monaco	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0.00
Mongolia	5	6	11	45.5	5	0	5	100.0	10	6	16	62.5	0.12
Montenegro	0	0	0	0.0	0	1	1	0.0	0	1	1	0.0	0.01
Morocco	16	25	41	39.0	22	5	27	81.5	38	30	68	55.9	0.51
Mozambique	0	3	3	0.0	0	0	0	0.0	0	3	3	0.0	0.02
Myanmar	5	5	10	50.0	40	29	69	58.0	45	34	79	57.0	0.60
Namibia	1	1	2	50.0	1	0	1	100.0	2	1	3	66.7	0.02
Nauru	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0.00
Nepal	0	27	27	0.0	1	8	9	11.1	1	35	36	2.8	0.27
Netherlands	26	53	79	32.9	13	7	20	65.0	39	60	99	39.4	0.75
New Zealand	10	20	30	33.3	1	1	2	50.0	11	21	32	34.4	0.24
Nicaragua	5	4	9	55.6	2	0	2	100.0	7	4	11	63.6	0.08
Niger	4	8	12	33.3	3	4	7	42.9	7	12	19	36.8	0.14
Nigeria	12	36	48	25.0	14	7	21	66.7	26	43	69	37.7	0.52
Norway	13	18	31	41.9	2	3	5	40.0	15	21	36	41.7	0.27
Oman	0	1	1	0.0	0	0	0	0.0	0	1	1	0.0	0.01
Pakistan	8	28	36	22.2	4	23	27	14.8	12	51	63	19.1	0.47
Palau	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0.00
Panama	5	3	8	62.5	11	8	19	57.9	16	11	27	59.3	0.20
Papua New Guinea	0	4	4	0.0	0	0	0	0.0	0	4	4	0.0	0.03
Paraguay	4	3	7	57.1	2	2	4	50.0	6	5	11	54.6	0.08
Peru	14	13	27	51.9	74	44	118	62.7	88	57	145	60.7	1.09
Philippines	40	22	62	64.5	307	131	438	70.1	347	153	500	69.4	3.77
Poland	6	18	24	25.0	10	5	15	66.7	16	23	39	41.0	0.29
Portugal	11	14	25	44.0	10	11	21	47.6	21	25	46	45.7	0.35
Qatar	0	1	1	0.0	0	0	0	0.0	0	1	1	0.0	0.01
Republic of Korea	22	32	54	40.7	4	5	9	44.4	26	37	63	41.3	0.47
Republic of Moldova	2	1	3	66.7	1	0	1	100.0	3	1	4	75.0	0.03
Romania	8	18	26	30.8	11	27	38	29.0	19	45	64	29.7	0.48
Russian Federation	31	207	238	13.0	126	17	143	88.1	157	224	381	41.2	2.87
Rwanda	1	9	10	10.0	8	4	12	66.7	9	13	22	40.9	0.17
Saint Kitts and Nevis	5	2	7	71.4	0	0	0	0.0	5	2	7	71.4	0.05
Saint Lucia	1	3	4	25.0	3	0	3	100.0	4	3	7	57.1	0.05
Saint Vincent and the Grenadines	1	2	3	33.3	0	3	3	0.0	1	5	6	16.7	0.05
Samoa	0	1	1	0.0	0	0	0	0.0	0	1	1	0.0	0.01

Country of nationality	Professional and higher categories				General Service and related categories				Total				
	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	% Country
San Marino	2	0	2	100.0	0	0	0	0.0	2	0	2	100.0	0.02
Sao Tome and Principe	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0.00
Saudi Arabia	2	1	3	66.7	0	0	0	0.0	2	1	3	66.7	0.02
Senegal	7	22	29	24.1	8	14	22	36.4	15	36	51	29.4	0.38
Serbia	2	11	13	15.4	10	16	26	38.5	12	27	39	30.8	0.29
Seychelles	1	5	6	16.7	2	0	2	100.0	3	5	8	37.5	0.06
Sierra Leone	4	5	9	44.4	4	2	6	66.7	8	7	15	53.3	0.11
Singapore	13	9	22	59.1	3	2	5	60.0	16	11	27	59.3	0.20
Slovakia	3	7	10	30.0	6	6	12	50.0	9	13	22	40.9	0.17
Slovenia	6	1	7	85.7	1	1	2	50.0	7	2	9	77.8	0.07
Solomon Islands	0	1	1	0.0	0	0	0	0.0	0	1	1	0.0	0.01
Somalia	2	3	5	40.0	1	1	2	50.0	3	4	7	42.9	0.05
South Africa	17	26	43	39.5	5	6	11	45.5	22	32	54	40.7	0.41
Spain	75	85	160	46.9	43	29	72	59.7	118	114	232	50.9	1.75
Sri Lanka	4	10	14	28.6	20	20	40	50.0	24	30	54	44.4	0.41
Sudan	5	21	26	19.2	4	3	7	57.1	9	24	33	27.3	0.25
Suriname	2	2	4	50.0	1	0	1	100.0	3	2	5	60.0	0.04
Swaziland	2	1	3	66.7	0	0	0	0.0	2	1	3	66.7	0.02
Sweden	46	25	71	64.8	4	3	7	57.1	50	28	78	64.1	0.59
Switzerland	43	19	62	69.4	51	70	121	42.2	94	89	183	51.4	1.38
Syrian Arab Republic	14	10	24	58.3	14	10	24	58.3	28	20	48	58.3	0.36
Tajikistan	0	2	2	0.0	1	2	3	33.3	1	4	5	20.0	0.04
Thailand	8	14	22	36.4	203	141	344	59.0	211	155	366	57.7	2.76
The former Yugoslav Republic of Macedonia	1	3	4	25.0	2	0	2	100.0	3	3	6	50.0	0.05
Timor-Leste	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0.00
Togo	0	6	6	0.0	4	5	9	44.4	4	11	15	26.7	0.11
Tonga	1	0	1	100.0	0	0	0	0.0	1	0	1	100.0	0.01
Trinidad and Tobago	16	13	29	55.2	52	41	93	55.9	68	54	122	55.7	0.92
Tunisia	9	24	33	27.3	11	15	26	42.3	20	39	59	33.9	0.44
Turkey	10	8	18	55.6	5	13	18	27.8	15	21	36	41.7	0.27
Turkmenistan	1	0	1	100.0	0	1	1	0.0	1	1	2	50.0	0.02
Tuvalu	0	1	1	0.0	0	0	0	0.0	0	1	1	0.0	0.01
Uganda	14	27	41	34.2	21	4	25	84.0	35	31	66	53.0	0.50
Ukraine	5	33	38	13.2	11	3	14	78.6	16	36	52	30.8	0.39
United Arab Emirates	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0.00

Country of nationality	Professional and higher categories				General Service and related categories				Total				
	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	% Country
United Kingdom of Great Britain and Northern Ireland	113	154	267	42.3	117	37	154	76.0	230	191	421	54.6	3.17
United Republic of Tanzania	6	12	18	33.3	15	4	19	79.0	21	16	37	56.8	0.28
United States of America	370	335	705	52.5	600	552	1 152	52.1	970	887	1 857	52.2	13.99
Uruguay	20	19	39	51.3	21	19	40	52.5	41	38	79	51.9	0.60
Uzbekistan	5	5	10	50.0	1	1	2	50.0	6	6	12	50.0	0.09
Vanuatu	0	0	0	0.0	0	1	1	0.0	0	1	1	0.0	0.01
Venezuela	9	14	23	39.1	6	4	10	60.0	15	18	33	45.5	0.25
Viet Nam	4	3	7	57.1	1	0	1	100.0	5	3	8	62.5	0.06
Yemen	0	2	2	0.0	0	4	4	0.0	0	6	6	0.0	0.05
Zambia	4	7	11	36.4	12	9	21	57.1	16	16	32	50.0	0.24
Zimbabwe	10	23	33	30.3	7	3	10	70.0	17	26	43	39.5	0.32
Subtotal	**2 486**	**3 309**	**5 795**	**42.9**	**4 202**	**3 238**	**7 440**	**56.5**	**6 688**	**6 547**	**13 235**	**50.5**	**99.74**
Others													
Palestine	1	3	4	25.0	4	3	7	57.1	5	6	11	45.5	0.08
Stateless	1	3	4	25.0	5	15	20	25.0	6	18	24	25.0	0.18
Subtotal	**2**	**6**	**8**	**25.0**	**9**	**18**	**27**	**33.3**	**11**	**24**	**35**	**31.4**	**0.26**
Total	**2 488**	**3 315**	**5 803**	**42.9**	**4 211**	**3 256**	**7 467**	**56.4**	**6 699**	**6 571**	**13 270**	**50.5**	**100.00**

Table A.2
All staff under contract with the United Nations Secretariat by department, category and gender as at 30 June 2009
(Population: 39,978)

	Professional and higher categories				*Experts*				*General Service and related categories*				*Total*				
Department/office	*F*	*M*	*Total*	% *Women*	*F*	*M*	*Total*	% *Women*	*F*	*M*	*Total*	% *Women*	*F*	*M*	*Total*	% *Women*	% *Dept.*
CTED	7	20	27	25.9	0	0	0	0.0	6	2	8	75.0	13	22	35	37.1	0.09
DESA	134	172	306	43.8	145	163	308	47.1	195	83	278	70.1	474	418	892	53.1	2.23
DFS	95	150	245	38.8	0	0	0	0.0	135	60	195	69.2	230	210	440	52.3	1.10
DGACM	360	399	759	47.4	0	0	0	0.0	327	260	587	55.7	687	659	1 346	51.0	3.37
DM/CMP	3	9	12	25.0	0	0	0	0.0	5	5	10	50.0	8	14	22	36.4	0.06
DM/OCSS	50	60	110	45.5	0	0	0	0.0	139	216	355	39.2	189	276	465	40.7	1.16
DM/OHRM	55	42	97	56.7	0	0	0	0.0	120	46	166	72.3	175	88	263	66.5	0.66
DM/OPPBA	77	67	144	53.5	0	0	0	0.0	129	54	183	70.5	206	121	327	63.0	0.82
DM/OUSG	40	42	82	48.8	0	0	0	0.0	29	16	45	64.4	69	58	127	54.3	0.32
DM/SECCOM	8	4	12	66.7	0	0	0	0.0	12	0	12	100.0	20	4	24	83.3	0.06
DPA	85	113	198	42.9	0	0	0	0.0	89	27	116	76.7	174	140	314	55.4	0.79
DPI	156	145	301	51.8	0	0	0	0.0	314	185	499	62.9	470	330	800	58.8	2.00
DPKO	125	224	349	35.8	0	0	0	0.0	85	24	109	78.0	210	248	458	45.9	1.15
DSS	24	75	99	24.2	0	0	0	0.0	112	330	442	25.3	136	405	541	25.1	1.35
ECA	69	163	232	29.7	9	16	25	36.0	221	308	529	41.8	299	487	786	38.0	1.97
ECE	49	70	119	41.2	7	14	21	33.3	62	14	76	81.6	118	98	216	54.6	0.54
ECLAC	95	115	210	45.2	14	28	42	33.3	249	168	417	59.7	358	311	669	53.5	1.67
EOSG	23	32	55	41.8	0	0	0	0.0	41	11	52	78.9	64	43	107	59.8	0.27
ESCAP	61	116	177	34.5	6	11	17	35.3	220	158	378	58.2	287	285	572	50.2	1.43
ESCWA	35	53	88	39.8	2	5	7	28.6	119	136	255	46.7	156	194	350	44.6	0.88
ETHICS	2	3	5	40.0	0	0	0	0.0	3	0	3	100.0	5	3	8	62.5	0.02
FM/DFS																	
AMISOM	2	9	11	18.2	0	0	0	0	0	0	0	0	2	9	11	18.2	0.03
BINUB	21	38	59	35.6	0	0	0	0	105	200	305	34.4	126	238	364	34.6	0.91
BONUCA	3	9	12	25	0	0	0	0	19	49	68	27.9	22	58	80	27.5	0.2
CNMC	1	7	8	12.5	0	0	0	0	1	0	1	100	2	7	9	22.2	0.02
LRA	0	4	4	0	0	0	0	0	1	0	1	100	1	4	5	20	0.01

	Professional and higher categories				Experts				General Service and related categories				Total				
Department/office	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	% Dept
MINURCAT	41	105	146	28.1	0	1	1	0	110	444	554	19.9	151	550	701	21.5	1.75
MINURSO	4	19	23	17.4	0	0	0	0	41	188	229	17.9	45	207	252	17.9	0.63
MINUSTAH	73	128	201	36.3	0	0	0	0	312	1 201	1 513	20.6	385	1 329	1 714	22.5	4.29
MONUC	104	288	392	26.5	0	0	0	0	518	2 634	3 152	16.4	622	2 922	3 544	17.6	8.86
MSTAH	0	0	0	0	0	0	0	0	0	2	2	0	0	2	2	0	0.01
SASG	4	3	7	57.1	0	0	0	0	3	1	4	75	7	4	11	63.6	0.03
SESG	0	3	3	0	0	0	0	0	1	0	1	100	1	3	4	25	0.01
UNAMA	88	127	215	40.9	0	0	0	0	99	1 227	1 326	7.5	187	1 354	1 541	12.1	3.85
UNAMI	31	79	110	28.2	0	0	0	0	135	510	645	20.9	166	589	755	22	1.89
UNAMID	94	279	373	25.2	1	0	1	100	477	2 407	2 884	16.5	572	2 686	3 258	17.6	8.15
UNDOF	2	8	10	20	0	0	0	0	31	101	132	23.5	33	109	142	23.2	0.36
UNFICYP	5	13	18	27.8	0	0	0	0	51	88	139	36.7	56	101	157	35.7	0.39
UNIFIL	28	58	86	32.6	0	0	0	0	229	659	888	25.8	257	717	974	26.4	2.44
UNIIIC	0	3	3	0	0	0	0	0	5	7	12	41.7	5	10	15	33.3	0.04
UNIPSIL	2	14	16	12.5	0	0	0	0	6	5	11	54.6	8	19	27	29.6	0.07
UNLB	7	24	31	22.6	0	0	0	0	77	149	226	34.1	84	173	257	32.7	0.64
UNMIK	21	62	83	25.3	0	0	0	0	79	154	233	33.9	100	216	316	31.7	0.79
UNMIL	71	141	212	33.5	0	0	0	0	279	962	1 241	22.5	350	1 103	1 453	24.1	3.63
UNMIN	10	15	25	40	0	0	0	0	23	47	70	32.9	33	62	95	34.7	0.24
UNMIS	110	215	325	33.9	0	0	0	0	511	2 358	2 869	17.8	621	2 573	3 194	19.4	7.99
UNMIT	61	96	157	38.9	0	0	0	0	236	850	1 086	21.7	297	946	1 243	23.9	3.11
UNMOGIP	0	4	4	0	0	0	0	0	10	57	67	14.9	10	61	71	14.1	0.18
UNOCI	49	113	162	30.3	0	0	0	0	167	509	676	24.7	216	622	838	25.8	2.1
UNOGBIS	3	3	6	50	0	0	0	0	5	12	17	29.4	8	15	23	34.8	0.06
UNOMIG	6	21	27	22.2	0	0	0	0	82	194	276	29.7	88	215	303	29	0.76
UNOTIL	0	1	1	0	0	0	0	0	1	0	1	100	1	1	2	50	0.01
UNOWA	2	5	7	28.6	0	0	0	0	10	13	23	43.5	12	18	30	40	0.08
UNPOS	5	19	24	20.8	0	0	0	0	13	20	33	39.4	18	39	57	31.6	0.14
UNRCCA	0	5	5	0	0	0	0	0	1	1	2	50	1	6	7	14.3	0.02
UNSCO	6	11	17	35.3	0	0	0	0	9	30	39	23.1	15	41	56	26.8	0.14

Department/office	Professional and higher categories				Experts				General Service and related categories				Total				
	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	F	M	Total	% Women	% Dept.
UNSCOL	2	11	13	15.4	0	0	0	0	10	42	52	19.2	12	53	65	18.5	0.16
UNSOA	4	9	13	30.8	0	0	0	0	5	2	7	71.4	9	11	20	45	0.05
UNTSO	3	9	12	25	0	0	0	0	35	176	211	16.6	38	185	223	17	0.56
ICT	22	61	83	26.5	0	0	0	0.0	29	30	59	49.2	51	91	142	35.9	0.36
INTERORG	4	5	9	44.4	0	0	0	0.0	6	2	8	75.0	10	7	17	58.8	0.04
OAJ	7	4	11	63.6	0	0	0	0.0	4	0	4	100.0	11	4	15	73.3	0.04
OCHA	120	111	231	52.0	127	238	365	34.8	118	51	169	69.8	365	400	765	47.7	1.91
ODA	15	29	44	34.1	1	3	4	25.0	22	5	27	81.5	38	37	75	50.7	0.19
OHCHR	217	196	413	52.5	17	23	40	42.5	106	44	150	70.7	340	263	603	56.4	1.51
OHRLLS	3	6	9	33.3	0	0	0	0.0	3	1	4	75.0	6	7	13	46.2	0.03
OIOS	82	105	187	43.9	0	0	0	0.0	55	25	80	68.8	137	130	267	51.3	0.67
OLA	52	46	98	53.1	0	0	0	0.0	55	13	68	80.9	107	59	166	64.5	0.42
OMBUDSMAN	6	2	8	75.0	0	0	0	0.0	2	1	3	66.7	8	3	11	72.7	0.03
OSAA	6	3	9	66.7	0	0	0	0.0	4	1	5	80.0	10	4	14	71.4	0.04
OSLA	0	1	1	0.0	0	0	0	0.0	2	0	2	100.0	2	1	3	66.7	0.01
OSRSGCAAC	4	2	6	66.7	0	0	0	0.0	2	1	3	66.7	6	3	9	66.7	0.02
RC/NY	2	1	3	66.7	0	0	0	0.0	1	1	2	50.0	3	2	5	60.0	0.01
ROL	2	0	2	100.0	0	0	0	0.0	1	0	1	100.0	3	0	3	100.0	0.01
UN-Habitat	44	67	111	39.6	42	72	114	36.8	97	58	155	62.6	183	197	380	48.2	0.95
UNAT	1	0	1	100.0	0	0	0	0.0	0	0	0	0.0	1	0	1	100.0	0.00
UNCC	3	1	4	75.0	0	0	0	0.0	2	0	2	100.0	5	1	6	83.3	0.02
UNCTAD	85	144	229	37.1	25	79	104	24.0	131	43	174	75.3	241	266	507	47.5	1.27
UNEP	178	264	442	40.3	90	110	200	45.0	366	104	470	77.9	634	478	1 112	57.0	2.78
UNFIP	6	4	10	60.0	0	0	0	0.0	3	1	4	75.0	9	5	14	64.3	0.04
UNODC	70	71	141	49.7	45	91	136	33.1	86	18	104	82.7	201	180	381	52.8	0.95
UNOG	328	318	646	50.8	0	0	0	0.0	442	528	970	45.6	770	846	1 616	47.7	4.04
UNON	40	58	98	40.8	1	3	4	25.0	223	288	511	43.6	264	349	613	43.1	1.53
UNOV	92	124	216	42.6	8	9	17	47.1	185	308	493	37.5	285	441	726	39.3	1.82

	Professional and higher categories				*Experts*				*General Service and related categories*				*Total*				
Department/office	*F*	*M*	*Total*	*% Women*	*F*	*M*	*Total*	*% Women*	*F*	*M*	*Total*	*% Women*	*F*	*M*	*Total*	*% Women*	*% Dept.*
ICTR	98	182	280	35.0	0	0	0	0.0	244	362	606	40.3	342	544	886	38.6	2.22
ICTY	198	210	408	48.5	0	0	0	0.0	301	338	639	47.1	499	548	1 047	47.7	2.62
Total	**4 101**	**6 047**	**10 148**	**40.4**	**540**	**866**	**1 406**	**38.4**	**8 799**	**19 625**	**28 424**	**31.0**	**13 440**	**26 538**	**39 978**	**33.6**	**100.00**

Table A.3

Staff in posts subject to geographical distribution by nationality, grade and gender as at 30 June 2008 and 30 June 2009

(Population: 2,809)

	Number of staff 30 June 2008		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of staff 30 June 2009			
Country of nationality	*Total*	*F*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*Total*	*Midpoint*	*Desirable range*
Afghanistan	2											1										1	7.57	3-14
Albania	7	6											1	1	4		1				6	7	7.06	2-14
Algeria	7	4										2			3	1					3	6	9.26	4-14
Andorra	2															1		1				2	7.02	2-14
Angola	1													1								1	7.35	3-14
Antigua and Barbuda	1	1									1										1	1	6.91	2-14
Argentina	37	17	1				1	1		2	2	5	6	5	4	5	5	2			19	39	13.75	9-19
Armenia	7	1						1				1	1	1		2		1			1	7	6.99	2-14
Australia	54	27				1	1		1	4	4	8	5	2	9	8	9	3			29	55	39.82	34-46
Austria	31	16				1				1	1		9	5	5	8					15	30	23.18	18-28
Azerbaijan	5	3											2		1	2					3	5	7.18	2-14
Bahamas	10	8											2		5	2	1				8	10	7.17	2-14
Bahrain																							7.49	3-14
Bangladesh	5									1		3		2								6	10.99	6-15
Barbados	5	5									1				1		6				8	8	7.05	2-14
Belarus	9									2		2		2		2						8	7.48	3-14
Belgium	25	10					1	2	1	2	1	3	5	5	3	4					11	27	27.14	22-32
Belize	4	1										1	1	1				1			1	4	6.90	2-14
Benin	7	1										1		1		1	1	3			1	7	7.12	2-14
Bhutan	4											3				1		1				5	6.91	2-14
Bolivia	7	3									1			2	2	2					3	7	7.22	2-14
Bosnia and Herzegovina	5	2									1	1			3	2					4	7	7.08	2-14
Botswana	2	1													1			1			1	2	7.18	2-14
Brazil	40	16		1		1			1	1	4	7	3	8	5	2	2	2			15	37	27.53	23-3
Brunei Darussalam	1															1						1	7.36	3-14

	Number of staff, 30 June 2008		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of staff, 30 June 2009			
Country of nationality	*Total*	*F*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*Total*	*Midpoint*	*Desirable range*
Bulgaria	20	10				1			2	1		5	4	5	4						10	22	7.43	3-14
Burkina Faso	4	2												2	1						1	3	7.28	2-14
Burundi	8	2										1	1	2	1	2					2	7	7.10	2-14
Cambodia	1	1											1								1	1	7.25	2-14
Cameroon	17	3						1		1		3		5	3	3					3	16	7.50	3-14
Canada	61	26			1		2	1	2	2	9	16	13	17	3	7		1			30	74	61.72	52-71
Cape Verde	3											1		1		1						3	6.91	2-14
Central African Republic	4	1										1		1			1	1			1	4	7.00	2-14
Chad	2							1										2				3	7.16	2-14
Chile	17	2								2		2		3		3	1	3			1	14	10.21	5-15
China	79	42		1			1	1	3	5	1	8	11	7	17	8	13	9			46	85	88.24	75-101
Colombia	9	6					1					1	2	1	2	1					5	8	9.93	5-15
Comoros																							6.91	2-14
Congo	1															1		1				2	6.99	2-14
Costa Rica	6	2									1	1	1	2		1					2	6	7.57	3-14
Côte d'Ivoire	10									2		1		6		1						10	7.52	3-14
Croatia	9	5							1		3		1	2		2					5	9	7.90	3-14
Cuba	5	2									1	1			1	1		1			2	5	8.13	3-14
Cyprus	3	1								1						1	1				1	3	7.69	3-14
Czech Republic	11	5						1			1	2		2	2		2	1			5	11	12.23	7-17
Democratic People's Republic of Korea																							7.59	3-14
Democratic Republic of the Congo	6	2									1				1	3		1			2	6	8.48	4-14
Denmark	13	7				1					3	3	4	3	1						8	15	20.42	16-25
Djibouti	6	1								1		1		2	1	1					1	6	6.91	2-14
Dominica	3													1		2						3	6.89	2-14
Dominican Republic	3	1								1				1			1				1	3	7.55	3-14
Ecuador	5	2																						

Country of nationality	Number of staff, 30 June 2008 Total	F	USG F	USG M	ASG F	ASG M	D-2 F	D-2 M	D-1 F	D-1 M	P-5 F	P-5 M	P-4 F	P-4 M	P-3 F	P-3 M	P-2 F	P-2 M	P-1 F	P-1 M	Number of staff, 30 June 2009 F	Total	Midpoint	Desirable range
Egypt	19	5		1				2	1	3	1	3		2	1	1	1				4	16	10.35	6-15
El Salvador	9	5									1		2	4	1						4	8	7.41	3-14
Equatorial Guinea	3	1										1	1	1							1	3	6.92	2-14
Eritrea	5	2								1			1		1	2					2	5	7.01	2-14
Estonia	5	2										1	1		1	1	1	1			3	6	7.20	2-14
Ethiopia	21	8							1		1	1	1	5	2	3	3	5			8	22	8.99	4-14
Fiji	10	7									1		3	2	3	1					7	10	6.95	2-14
Finland	13	6								1	1	1	2	4	2						5	11	17.24	12-22
France	126	60		1		1	1	3	8	6	8	14	20	18	17	20	9	6			63	132	122.77	104-141
Gabon	2	1														2	1				1	3	7.05	2-14
Gambia	4	1		1						1			1	1	1	1					2	6	6.94	2-14
Georgia	3									1		1		1								3	7.04	2-14
Germany	168	77	1	1		1	2	5	6	8	11	19	20	18	20	24	20	14			80	170	164.60	140-189
Ghana	15	4						1	1	1	1	4	2	3		2					4	15	7.53	3-14
Greece	16	8							2	1	1	3			2	4	4	1			9	18	17.97	13-23
Grenada	2													1		1						2	6.90	2-14
Guatemala	5	3				1							1	1	1	1	2				4	7	7.79	3-14
Guinea	4											1		1		2	1	1			1	6	7.13	2-14
Guinea-Bissau	1											2										2	6.94	2-14
Guyana	10	8			1					3			4		2						7	10	6.91	2-14
Haiti	4	3							1		1			1	1						3	4	7.15	2-14
Honduras	3													2		1						3	7.14	2-14
Hungary	11	4							2	1		1	2	5							4	11	11.55	7-16
Iceland	3							1				1		1		1						4	7.55	3-14
India	47	17		1			2	2	2	7	5	1	4	12	4	5		1			17	46	44.04	37-51
Indonesia	17	9										1	4	1	4	4		2			8	16	15.54	11-20
Iran (Islamic Republic of)	7	5							2		1	1			1	1		1			4	7	11.91	7-17
Iraq	2	2											1		1						2	2	7.87	3-14

Country of nationality	Number of staff, 30 June 2008		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of staff, 30 June 2009			
	Total	F	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	Midpoint	Desirable range
Ireland	10	3	1								3	3	1	2		1		1			5	12	15.06	10-20
Israel	12	4							2			1	1	2		4	1	1			4	12	14.65	10-19
Italy	124	62		1				1	1	1	10	12	30	21	17	17	2	4			60	117	100.52	85-116
Jamaica	10	7									2		2	2	2	1					6	9	7.12	2-14
Japan	113	69		1		1		1	3	2	16	12	22	19	19	8	6	1			66	111	311.78	265-359
Jordan	12	4						1		1	1	1	2	2	1	3					4	12	7.24	2-14
Kazakhstan	7	3											1		1	3	1	1			3	7	7.78	3-14
Kenya	27	17							1		3	1	5	4	8	1	1	3			18	27	7.99	3-14
Kiribati																							6.90	2-14
Kuwait																							10.25	5-15
Kyrgyzstan	5	2							1							1	1	2			2	5	7.03	2-14
Lao People's Democratic Republic	1													1								1	7.04	2-14
Latvia	3	1													1	1		1			1	3	7.26	2-14
Lebanon	14	8									2	2	1	3	3	1	2	1			8	15	7.59	3-14
Lesotho	3	3									1		1		1						3	3	6.94	2-14
Liberia	6	4									2		1								3	3	6.99	2-14
Libyan Arab Jamahiriya	2									1		1										2	8.15	3-14
Liechtenstein																							7.06	2-14
Lithuania	2	1											1	1							1	2	7.52	3-14
Luxembourg	4	1											1	3		1					1	5	8.43	4-14
Madagascar	5	2										1		1	2	1	1	1			3	7	7.40	3-14
Malawi	5											1				2	1	3			1	7	7.24	2-14
Malaysia	9	4				1	1		1	1	1		1		1	3					5	10	10.98	6-16
Maldives	3	1												1			1	1			1	3	6.90	2-14
Mali	9	2		1			1	1		2			1	2							2	8	7.20	2-14
Malta	4	2													1			2			1	3	7.19	2-14
Marshall Islands																							6.89	2-14
Mauritania	5													3		2						5	6.97	2-14

Country of nationality	Number of staff, 30 June 2008		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of staff, 30 June 2009			
	Total	F	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	Midpoint	Desirable range
Mauritius	5	3															4	2			4	6	7.11	2-14
Mexico	41	16	1				1			2	1	2	1	1	2	9	10	10			16	40	50.48	43-58
Micronesia (Federated States of)	1													1								1	6.90	2-14
Monaco																							6.93	2-14
Mongolia	6	3								1			2	1	1	1					3	6	6.96	2-14
Montenegro																							6.91	2-14
Morocco	5	3							1		2	2									3	5	8.41	4-14
Mozambique	3							1		1						1						3	7.42	3-14
Myanmar	7	3											1		2	2	1	3			4	9	8.18	3-14
Namibia	2	1											1	1							1	2	7.04	2-14
Nauru																							6.89	2-14
Nepal	7													5		1						6	7.63	3-14
Netherlands	40	11						1		5	3	10	3	8	5	3	3	2			14	43	41.28	35-47
New Zealand	15	6			1	1				2	1	1	3	1		1					5	11	11.63	7-16
Nicaragua	5	3									1		1	2	1						3	5	7.05	2-14
Niger	7	2					1						1			2		3			2	7	7.25	2-14
Nigeria	18	4						1		1	1	6	1	3	1	1					3	15	11.42	7-16
Norway	14	6									1	1		1		1	5	4			6	13	21.18	16-26
Oman	1															1						1	8.26	3-14
Pakistan	12	4						1		3		1	4	2		2					4	13	12.01	7-17
Palau																							6.89	2-14
Panama	6	3									1			2			2	1			3	6	7.38	3-14
Papua New Guinea	3											1				1		1				3	7.07	2-14
Paraguay	6	4											1	1	1		2	1			4	6	7.12	2-14
Peru	10	4								1	3		1	3		1	1				5	10	8.98	4-14
Philippines	42	30									9	4	6	2	9	4	6				30	40	10.47	6-15
Poland	17	5										2		4	2	4	2	4			4	18	16.91	12-22
Portugal	13	7										2			6	2	2	3			8	15	16.70	12-22

Country of nationality	Number of staff, 30 June 2008		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of staff, 30 June 2009			
	Total	F	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	Midpoint	Desirable range
Qatar	1			1																		1	8.44	4-14
Republic of Korea	32	9			1	2					1	9	3	5	2	5	5	2			12	35	47.51	40-55
Republic of Moldova	2	1								1							1				1	2	6.99	2-14
Romania	15	6								1		1	5	2	1	4		1			6	15	8.68	4-14
Russian Federation	79	10		1		1		6	1	7	1	14	2	29	6	5	1	1			11	75	32.19	27-37
Rwanda	6											1				3		2				6	7.13	2-14
Saint Kitts and Nevis	6	4							1	1	1				2			1			4	6	6.89	2-14
Saint Lucia	2	1												1	1			1			1	3	6.90	2-14
Saint Vincent and the Grenadines	3	1												1	1	1					1	3	6.90	2-14
Samoa										1												1	6.90	2-14
San Marino	2	2													2						2	2	6.93	2-14
Sao Tome and Principe																							6.90	2-14
Saudi Arabia	6	4											1	1	1						2	3	21.06	16-26
Senegal	11	4						2	1	1			2	1	1	1					4	9	7.25	2-14
Serbia	9	1										3	1	3		1					1	8	7.50	3-14
Seychelles	4	1								1				1	1	1					1	4	6.91	2-14
Sierra Leone	2	2							1												1	1	7.04	2-14
Singapore	11	6	1					1	1			1				1	4	3			6	12	13.28	8-18
Slovakia	6	1		1						1				3	1	1					1	7	8.15	3-14
Slovenia	5	4											1		2						3	3	8.67	4-14
Solomon Islands	1															1						1	6.91	2-14
Somalia	4	2									1	1				1	1				2	4	7.11	2-14
South Africa	23	7	1			1		2		1	1	5	1	4	2	4	3				8	25	13.34	9-18
Spain	54	23									2	8	9	12	9	7	2	1			22	50	61.84	53-71
Sri Lanka	7	3	1									1		2	1		1	1			3	7	7.64	3-14
Sudan	9	3										4	2	3	2						4	11	8.01	3-14
Suriname	2	1											1	1				1			1	3	6.90	2-14
Swaziland	3	2											2	1							2	3	6.94	2-14

Country of nationality	Number of staff, 30 June 2008		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of staff, 30 June 2009			
	Total	F	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	Midpoint	Desirable range
Sweden	29	19	1				1	1	2		1	3	3	3	9	1	2	1			19	28	26.54	22-31
Switzerland	29	21								1		1	2	1	5	2	17	3			24	32	29.13	24-34
Syrian Arab Republic	7	5									1	1		1	2						3	5	7.66	3-14
Tajikistan	1															1		1				2	7.06	2-14
Thailand	14	7		1					1	1	2	2	2	2	1			1			6	13	11.84	7-17
The former Yugoslav Republic of Macedonia	4	1											1	2		1					1	4	7.02	2-14
Timor-Leste																							6.92	2-14
Togo	7									1		1		1		2		1				6	7.06	2-14
Tonga	1	1													1						1	1	6.90	2-14
Trinidad and Tobago	14	7					1					2	4		3	3		2			8	15	7.40	3-14
Tunisia	12	4				1			1	1		1	2	2	1	2					4	11	7.69	3-14
Turkey	14	8									1		2		2	5	3	1			8	14	15.65	11-20
Turkmenistan	1	1													1						1	1	7.11	2-14
Tuvalu	1													1								1	6.89	2-14
Uganda	20	7			1			1		2	1	2	4	3	1	3		1			7	19	7.70	3-14
Ukraine	20	2								5		3	1	7	1	3					2	20	8.84	4-14
United Arab Emirates																							12.46	8-17
United Kingdom of Great Britain and Northern Ireland	104	44		1		1	1	1	6	12	7	20	12	18	12	6	1	1			39	99	128.93	110-148
United Republic of Tanzania	8	4	2								1	1				2					3	6	7.99	3-14
United States of America	341	187		2		3	7		18	21	31	39	53	31	45	31	32	20			186	333	413.76	352-476
Uruguay	11	6									1	3	1	2	4	1					6	12	7.45	3-14
Uzbekistan	8	4													4	1		3			4	8	7.70	3-14
Vanuatu																							6.90	2-14
Venezuela (Bolivarian Republic of)	17	6						1	1		1	1	1	6	4	2		2			7	19	11.19	6-16

	Number of staff, 30 June 2008		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of staff, 30 June 2009			
Country of nationality	*Total*	*F*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*Total*	*Midpoint*	*Desirable range*
Viet Nam	4	2									1	1					2	1			3	5	9.48	5-14
Yemen	1																	1				1	7.56	3-14
Zambia	6	1												2	1	1		1			1	5	7.19	2-14
Zimbabwe	15	5						1		1	3	3	1	2	1	3		1			5	16	7.35	3-14
Subtotal	**2 794**	**1 241**	**10**	**17**	**5**	**20**	**26**	**47**	**81**	**147**	**191**	**340**	**360**	**443**	**370**	**354**	**216**	**178**			**1 259**	**2 385**		
Palestine	1									1					1						1	2		
Stateless	2													1		1						2		
Subtotal	**3**									**1**				**1**	**1**	**1**					**1**	**4**		
Total	**2 797**	**1 841**	**10**	**17**	**5**	**20**	**26**	**47**	**81**	**148**	**191**	**340**	**360**	**444**	**371**	**355**	**216**	**178**			**1 260**	**2 809**		

Table A.4

Staff in posts subject to geographical distribution by nationality and type of appointment as at 30 June 2008 and 30 June 2009

	30 June 2008					*30 June 2009*				
	Type of appointment (number)					*Type of appointment (number)*				
Country of nationality	*Permanent*	*Probationary*	*Fixed-term*	*Total*	*Percentage of fixed-term*	*Permanent*	*Probationary*	*Fixed-term*	*Total*	*Percentage of fixed-term*
Afghanistan	2			2	0.00	1			1	0.00
Albania	4	1	2	7	28.57	5		2	7	28.57
Algeria	1	1	5	7	71.43	1		5	6	83.33
Andorra	1	1		2	0.00	1	1		2	0.00
Angola			1	1	100.00			1	1	100.00
Antigua and Barbuda	1			1	0.00	1			1	0.00
Argentina	19		18	37	48.65	19	1	19	39	48.72
Armenia	4		3	7	42.86	4		3	7	42.86
Australia	24	3	27	54	50.00	23	4	28	55	50.91
Austria	15		16	31	51.61	15		15	30	50.00
Azerbaijan	4		1	5	20.00	4		1	5	20.00
Bahamas	10			10	0.00	10			10	0.00
Bahrain					0.00					0.00
Bangladesh	2		3	5	60.00	2		4	6	66.67
Barbados	1	3	1	5	20.00	1	6	1	8	12.50
Belarus	8		1	9	11.11	7		1	8	12.50
Belgium	14		11	25	44.00	15		12	27	44.44
Belize	3		1	4	25.00	3		1	4	25.00
Benin	2	2	3	7	42.86	4		3	7	42.86
Bhutan	4			4	0.00	4	1		5	0.00
Bolivia	6		1	7	14.29	6		1	7	14.29
Bosnia and Herzegovina	3		2	5	40.00	4		3	7	42.86
Botswana	1	1		2	0.00	1	1		2	0.00
Brazil	20	2	18	40	45.00	19	1	17	37	45.95
Brunei Darussalam		1		1	0.00	1			1	0.00
Bulgaria	4		16	20	80.00	4		18	22	81.82
Burkina Faso	1		3	4	75.00			3	3	100.00

Country of nationality	30 June 2008					30 June 2009				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Burundi	7		1	8	12.50	5		2	7	28.57
Cambodia			1	1	100.00			1	1	100.00
Cameroon	7		10	17	58.82	7		9	16	56.25
Canada	11		50	61	81.97	10	1	63	74	85.14
Cape Verde	2		1	3	33.33	2		1	3	33.33
Central African Republic	3	1		4	0.00	3	1		4	0.00
Chad		1	1	2	50.00		2	1	3	33.33
Chile	11		6	17	35.29	8		6	14	42.86
China	33	14	32	79	40.51	39	12	34	85	40.00
Colombia	3		6	9	66.67	2		6	8	75.00
Comoros					0.00					0.00
Congo			1	1	100.00		1	1	2	50.00
Costa Rica	1		5	6	83.33	1		5	6	83.33
Côte d'Ivoire	8		2	10	20.00	7		3	10	30.00
Croatia	5		4	9	44.44	5		4	9	44.44
Cuba	5			5	0.00	5			5	0.00
Cyprus	2		1	3	33.33	2		1	3	33.33
Czech Republic	6	2	3	11	27.27	5	3	3	11	27.27
Democratic People's Republic of Korea					0.00					0.00
Democratic Republic of the Congo	4		2	6	33.33	4		2	6	33.33
Denmark	9		4	13	30.77	8		7	15	46.67
Djibouti	2		4	6	66.67	2		4	6	66.67
Dominica	3			3	0.00	3			3	0.00
Dominican Republic	3			3	0.00	3			3	0.00
Ecuador	2		3	5	60.00	2		4	6	66.67
Egypt	5		14	19	73.68	6		10	16	62.50
El Salvador	6		3	9	33.33	6		2	8	25.00
Equatorial Guinea	3			3	0.00	3			3	0.00

Country of nationality	30 June 2008					30 June 2009				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Eritrea	5			5	0.00	5			5	0.00
Estonia	4		1	5	20.00	4	1	1	6	16.67
Ethiopia	16		5	21	23.81	18		4	22	18.18
Fiji	8		2	10	20.00	8		2	10	20.00
Finland	3		10	13	76.92	1		10	11	90.91
France	59	3	64	126	50.79	60	1	71	132	53.79
Gabon	2			2	0.00	2		1	3	33.33
Gambia			4	4	100.00			6	6	100.00
Georgia	1		2	3	66.67	1		2	3	66.67
Germany	113	24	31	168	18.45	121	15	34	170	20.00
Ghana	1		14	15	93.33	2		13	15	86.67
Greece	8	4	4	16	25.00	12	2	4	18	22.22
Grenada	2			2	0.00	2			2	0.00
Guatemala		2	3	5	60.00		3	4	7	57.14
Guinea	3	1		4	0.00	4	1	1	6	16.67
Guinea-Bissau	1			1	0.00	1		1	2	50.00
Guyana	6		4	10	40.00	6		4	10	40.00
Haiti	3		1	4	25.00	3		1	4	25.00
Honduras	2		1	3	33.33	2		1	3	33.33
Hungary	4		7	11	63.64	4		7	11	63.64
Iceland	1		2	3	66.67	1		3	4	75.00
India	29		18	47	38.30	25		21	46	45.65
Indonesia	17			17	0.00	16			16	0.00
Iran (Islamic Republic of)	4		3	7	42.86	3	1	3	7	42.86
Iraq			2	2	100.00			2	2	100.00
Ireland	3		7	10	70.00	2		10	12	83.33
Israel	7	2	3	12	25.00	9		3	12	25.00
Italy	71	1	52	124	41.94	67	2	48	117	41.03
Jamaica	8		2	10	20.00	7		2	9	22.22
Japan	87	5	21	113	18.58	86	3	22	111	19.82

Country of nationality	30 June 2008					30 June 2009				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Jordan	2		10	12	83.33	2		10	12	83.33
Kazakhstan	7			7	0.00	7			7	0.00
Kenya	3		24	27	88.89	4		23	27	85.19
Kiribati					0.00					0.00
Kuwait					0.00					0.00
Kyrgyzstan	4		1	5	20.00	4		1	5	20.00
Lao People's Democratic Republic			1	1	100.00			1	1	100.00
Latvia	3			3	0.00	3			3	0.00
Lebanon	7		7	14	50.00	7	1	7	15	46.67
Lesotho	2		1	3	33.33	2		1	3	33.33
Liberia	5		1	6	16.67	2		1	3	33.33
Libyan Arab Jamahiriya	2			2	0.00	2			2	0.00
Liechtenstein					0.00					0.00
Lithuania	1		1	2	50.00	1		1	2	50.00
Luxembourg	3		1	4	25.00	4		1	5	20.00
Madagascar	2		3	5	60.00	2	1	4	7	57.14
Malawi		2	3	5	60.00		4	3	7	42.86
Malaysia	4		5	9	55.56	4		6	10	60.00
Maldives	2	1		3	0.00	2	1		3	0.00
Mali	4		5	9	55.56	3		5	8	62.50
Malta	3	1		4	0.00	2	1		3	0.00
Marshall Islands					0.00					0.00
Mauritania	2		3	5	60.00	2		3	5	60.00
Mauritius		5		5	0.00	1	5		6	0.00
Mexico	18	15	8	41	19.51	24	8	8	40	20.00
Micronesia (Federated States of)	1			1	0.00	1			1	0.00
Monaco					0.00					0.00
Mongolia	4		2	6	33.33	4		2	6	33.33

Country of nationality	30 June 2008					30 June 2009				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Montenegro					0.00					0.00
Morocco	4		1	5	20.00	4		1	5	20.00
Mozambique	1		2	3	66.67	1		2	3	66.67
Myanmar	3		4	7	57.14	5		4	9	44.44
Namibia	2			2	0.00	2			2	0.00
Nauru					0.00					0.00
Nepal	1		6	7	85.71			6	6	100.00
Netherlands	13	2	25	40	62.50	14	4	25	43	58.14
New Zealand	4		11	15	73.33	4		7	11	63.64
Nicaragua	3		2	5	40.00	3		2	5	40.00
Niger	4	1	2	7	28.57	5		2	7	28.57
Nigeria	5		13	18	72.22	4		11	15	73.33
Norway	6	7	1	14	7.14	11	2		13	0.00
Oman	1			1	0.00	1			1	0.00
Pakistan	4		8	12	66.67	4		9	13	69.23
Palau					0.00					0.00
Panama	1	3	2	6	33.33	4		2	6	33.33
Papua New Guinea	3			3	0.00	3			3	0.00
Paraguay	4	1	1	6	16.67	5		1	6	16.67
Peru	3	1	6	10	60.00	3	1	6	10	60.00
Philippines	39		3	42	7.14	33		7	40	17.50
Poland	6	3	8	17	47.06	7	5	6	18	33.33
Portugal	9	2	2	13	15.38	10	2	3	15	20.00
Qatar			1	1	100.00			1	1	100.00
Republic of Korea	19	2	11	32	34.38	19	5	11	35	31.43
Republic of Moldova		1	1	2	50.00		1	1	2	50.00
Romania	8		7	15	46.67	9		6	15	40.00
Russian Federation	57		22	79	27.85	53		22	75	29.33
Rwanda	5		1	6	16.67	5		1	6	16.67
Saint Kitts and Nevis	6			6	0.00	6			6	0.00

Country of nationality	30 June 2008					30 June 2009				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Saint Lucia	2			2	0.00	2	1		3	0.00
Saint Vincent and the Grenadines	1	1	1	3	33.33	2		1	3	33.33
Samoa					0.00			1	1	100.00
San Marino	2			2	0.00	2			2	0.00
Sao Tome and Principe					0.00					0.00
Saudi Arabia	3		3	6	50.00	2		1	3	33.33
Senegal	3		8	11	72.73	3		6	9	66.67
Serbia	5		4	9	44.44	5		3	8	37.50
Seychelles	3		1	4	25.00	3		1	4	25.00
Sierra Leone	1		1	2	50.00	1			1	0.00
Singapore	6	1	4	11	36.36	4	5	3	12	25.00
Slovakia	4		2	6	33.33	4		3	7	42.86
Slovenia	4	1		5	0.00	3			3	0.00
Solomon Islands	1			1	0.00	1			1	0.00
Somalia	1	2	1	4	25.00	2	1	1	4	25.00
South Africa	7	3	13	23	56.52	9	1	15	25	60.00
Spain	35	1	18	54	33.33	31	1	18	50	36.00
Sri Lanka	1		6	7	85.71	1	1	5	7	71.43
Sudan	1		8	9	88.89	1		10	11	90.91
Suriname	1		1	2	50.00	1	1	1	3	33.33
Swaziland	2		1	3	33.33	2		1	3	33.33
Sweden	16		13	29	44.83	15		13	28	46.43
Switzerland	9	10	10	29	34.48	10	16	6	32	18.75
Syrian Arab Republic	4		3	7	42.86	2		3	5	60.00
Tajikistan		1		1	0.00	1	1		2	0.00
Thailand	10		4	14	28.57	8		5	13	38.46
The former Yugoslav Republic of Macedonia	3		1	4	25.00	3		1	4	25.00

Timor-Leste					0.00					0.00

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	30 June 2008					30 June 2009				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
Country of nationality	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Togo	3		4	7	57.14	2		4	6	66.67
Tonga	1			1	0.00	1			1	0.00
Trinidad and Tobago	11		3	14	21.43	11		4	15	26.67
Tunisia	2		10	12	83.33	2		9	11	81.82
Turkey	4	5	5	14	35.71	7	2	5	14	35.71
Turkmenistan	1			1	0.00	1			1	0.00
Tuvalu			1	1	100.00			1	1	100.00
Uganda	5		15	20	75.00	3		16	19	84.21
Ukraine	15		5	20	25.00	15		5	20	25.00
United Arab Emirates					0.00					0.00
United Kingdom of Great Britain and Northern Ireland	36		68	104	65.38	31		68	99	68.69
United Republic of Tanzania	3		5	8	62.50	1		5	6	83.33
United States of America	149	34	158	341	46.33	153	25	155	333	46.55
Uruguay	3		8	11	72.73	3		9	12	75.00
Uzbekistan	5	2	1	8	12.50	6	1	1	8	12.50
Vanuatu					0.00					0.00
Venezuela (Bolivarian Republic of)	7	1	9	17	52.94	8		11	19	57.89
Viet Nam	1	2	1	4	25.00	1	3	1	5	20.00
Yemen		1		1	0.00	1			1	0.00
Zambia	1		5	6	83.33	1		4	5	80.00
Zimbabwe	2		13	15	86.67	4		12	16	75.00
Subtotal	**1 427**	**187**	**1 180**	**2 794**	**42.23**	**1 432**	**164**	**1 209**	**2 805**	**43.10**
Palestine			1	1	100.00			2	2	100.00
Stateless	1		1	2	50.00	1		1	2	50.00
Subtotal	**1**		**2**	**3**	**66.67**	**1**		**3**	**4**	**75.00**
Total	**1 428**	**187**	**1 182**	**2 797**	**42.26**	**1 433**	**164**	**1 212**	**2 809**	**43.15**

Table A.5

Appointments to posts subject to geographical distribution by nationality, grade and gender, 1 July 2008-30 June 2009

	USG		*ASG*		*D-2*		*D-1*		*P-5*		*P-4*		*P-3*		*P-2*		*P-1*		*Total*
Country of nationality	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*Total*
Afghanistan																			
Albania																			
Algeria																			
Andorra																			
Angola																			
Antigua and Barbuda																			
Argentina											1	1							2
Armenia																			
Australia											1		1	1	1	2			6
Austria												1							1
Azerbaijan																			
Bahamas																			
Bahrain																			
Bangladesh									1										1
Barbados																3			3
Belarus																			
Belgium									1					1					2
Belize																			
Benin																			
Bhutan															1				1
Bolivia																			
Bosnia and Herzegovina														1					1
Botswana																			
Brazil												1							1
Brunei Darussalam																			
Bulgaria			1																1
Burkina Faso																			
Burundi														1					1
Cambodia																			
Cameroon																			
Canada						1	1	1	4	1	5	2	1		1				17
Cape Verde																			
Central African Republic																			
Chad															1				1
Chile																			
China												1	1		2	3			7
Colombia																			

Country of nationality	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	F
Comoros																				
Congo															1				1	
Costa Rica																				
Côte d'Ivoire																				
Croatia																				
Cuba																				
Cyprus																				
Czech Republic																1			1	1
Democratic People's Republic of Korea																				
Democratic Republic of the Congo																				
Denmark			1											1					2	1
Djibouti																				
Dominica																				
Dominican Republic																				
Ecuador														1					1	1
Egypt																				
El Salvador																				
Equatorial Guinea																				
Eritrea																				
Estonia																1			1	1
Ethiopia																				
Fiji										1									1	1
Finland																				
France	1								1	1	2	2	5	2					14	5
Gabon													1						1	
Gambia											1								1	
Georgia																				
Germany										1		1			1	4			7	6
Ghana																				
Greece															1				1	
Grenada																				
Guatemala											1					1			2	1
Guinea													1			1			2	1
Guinea-Bissau									1										1	
Guyana																				
Haiti																				
Honduras																				
Hungary																				
Iceland					1														1	
India					1		1			1	1								4	1

	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total st
Country of nationality	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Indonesia																			
Iran (Islamic Republic of)															1				1
Iraq																			
Ireland		1								1									2
Israel																			
Italy												1			1	1			3
Jamaica																			
Japan			1						2							1			4
Jordan												1							1
Kazakhstan																			
Kenya												1							1
Kiribati																			
Kuwait																			
Kyrgyzstan																			
Lao People's Democratic Republic																			
Latvia																			
Lebanon									1										1
Lesotho																			
Liberia																			
Libyan Arab Jamahiriya																			
Liechtenstein																			
Lithuania																			
Luxembourg																			
Madagascar																1			1
Malawi															1	1			2
Malaysia												1	1						2
Maldives																			
Mali																			
Malta																			
Marshall Islands																			
Mauritania																			
Mauritius																2			2
Mexico							1								1	2			4
Micronesia (Federated States of)																			
Monaco																			
Mongolia																			
Montenegro																			
Morocco																			
Mozambique																			

Country of nationality	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	F
Myanmar																				
Namibia																				
Nauru																				
Nepal																				
Netherlands														1	1	1			3	2
New Zealand																				
Nicaragua																				
Niger																				
Nigeria																				
Norway																1			1	1
Oman																				
Pakistan					1														1	
Palau																				
Panama																				
Papua New Guinea																				
Paraguay																				
Peru										1									1	1
Philippines									1			1							2	1
Poland													1		3				4	
Portugal														1	1				2	1
Qatar																				
Republic of Korea															1	3			4	3
Republic of Moldova																				
Romania											1								1	
Russian Federation									1										1	
Rwanda																				
Saint Kitts and Nevis																				
Saint Lucia															1				1	
Saint Vincent and the Grenadines																				
Samoa							1												1	
San Marino																				
Sao Tome and Principe																				
Saudi Arabia																				
Senegal																				
Serbia																				
Seychelles																				
Sierra Leone																				
Singapore															1	2			3	2
Slovakia	1																		1	
Slovenia																				

Country of nationality	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	F
Solomon Islands																				
Somalia																				
South Africa		1			1														2	1
Spain												1							1	1
Sri Lanka																				
Sudan									1					1					2	1
Suriname															1				1	
Swaziland																				
Sweden					1			1											2	1
Switzerland												1			3	7			11	8
Syrian Arab Republic																				
Tajikistan																				
Thailand												1							1	1
The former Yugoslav Republic of Macedonia																				
Timor-Leste																				
Togo																				
Tonga																				
Trinidad and Tobago												1							1	1
Tunisia																				
Turkey																				
Turkmenistan																				
Tuvalu																				
Uganda											1								1	
Ukraine																				
United Arab Emirates																				
United Kingdom of Great Britain and Northern Ireland									3		1	1							5	1
United Republic of Tanzania																				
United States of America	1		1			1	1			1		4		3	3	4			19	11
Uruguay											1								1	
Uzbekistan																				
Vanuatu																				
Venezuela (Bolivarian Republic of)														1					1	
Viet Nam																1			1	
Yemen																			-	

	USG		*ASG*		*D-2*		*D-1*		*P-5*		*P-4*		*P-3*		*P-2*		*P-1*		*Total staff*	
Country of nationality	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*Total*	*F*
Zambia																				
Zimbabwe									1										1	
Subtotal	**3**	**2**	**4**		**5**	**2**	**5**	**2**	**18**	**8**	**16**	**23**	**12**	**15**	**28**	**43**			**186**	**95**
Palestine																				
Stateless																				
Subtotal																				
Total	**3**	**2**	**4**		**5**	**2**	**5**	**2**	**18**	**8**	**16**	**23**	**12**	**15**	**28**	**43**			**186**	**95**

Table A.6

Changes in staff in posts subject to geographical distribution by nationality, type of appointment and gender as at 30 June 2009

			Appointments						*Separations*[a]								
	Number of staff, 30 June 2008		*Career*		*Non-career*		*Total*		*Career*		*Non-career*		*Total*		*Other staff changes*[b]		*Number staff, 30 June 2*
Country of nationality	*All*	*F*	*All*	*F*	*All*	*F*	*All*	*F*	*All*	*F*	*All*	*F*	*All*	*F*	*All*	*F*	*All*
Afghanistan	2								1				1				1
Albania	7	6															7
Algeria	7	4							1	1			1	1	1	1	6
Andorra	2														-1		2
Angola	1																1
Antigua and Barbuda	1	1															1
Argentina	37	17			2	1	2	1			1		1				39
Armenia	7	1													-1		7
Australia	54	27	3	2	3	1	6	3	2		2	1	4	1			55
Austria	31	16			1	1	1	1			2	2	2	2			30
Azerbaijan	5	3													1	1	5
Bahamas	10	8															10
Bahrain																	
Bangladesh	5				1		1										6
Barbados	5	5	3	3			3	3									8
Belarus	9																8
Belgium	25	10	1		1	1	2	1									27
Belize	4	1															4
Benin	7	1															7
Bhutan	4		1				1										5
Bolivia	7	3															7
Bosnia and Herzegovina	5	2			1	1	1	1									7
Botswana	2	1															2
Brazil	40	16			1	1	1	1	1	1	1		2	1	-2	-1	37
Brunei Darussalam	1																1
Bulgaria	20	10			1		1								1		22
Burkina Faso	4	2							1	1			1	1			3
Burundi	8	2			1	1	1	1	2	1			2	1			7
Cambodia	1	1															1
Cameroon	17	3													-1		16
Canada	61	26	2		15	5	17	5	2		4	2	6	2			74
Cape Verde	3																3
Central African Republic	4	1															4
Chad	2		1				1										3

Country of nationality	Number of staff, 30 June 2008		Appointments						Separations[a]						Other staff changes[b]		Number of staff, 30 June 2009	
			Career		Non-career		Total		Career		Non-career		Total					
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Chile	17	2							3	1			3	1			14	1
China	79	42	5	3	2	1	7	4	1				1				85	46
Colombia	9	6									1	1	1	1			8	5
Comoros																		
Congo	1		1				1										2	
Costa Rica	6	2															6	2
Côte d'Ivoire	10								1				1				10	
Croatia	9	5															9	5
Cuba	5	2															5	2
Cyprus	3	1															3	1
Czech Republic	11	5	1	1			1	1	1	1			1	1			11	5
Democratic People's Republic of Korea																		
Democratic Republic of the Congo	6	2															6	2
Denmark	13	7			2	1	2	1									15	8
Djibouti	6	1															6	1
Dominica	3																3	
Dominican Republic	3	1															3	1
Ecuador	5	2			1	1	1	1									6	3
Egypt	19	5									2		2				16	4
El Salvador	9	5									1	1	1	1			8	4
Equatorial Guinea	3	1															3	1
Eritrea	5	2															5	2
Estonia	5	2	1	1			1	1									6	3
Ethiopia	21	8									1		1		2		22	8
Fiji	10	7			1	1	1	1			1	1	1	1			10	7
Finland	13	6							1				1		-1	-1	11	5
France	126	60			14	5	14	5	3	2	4	1	7	3	-1	1	132	63
Gabon	2	1			1		1										3	1
Gambia	4	1			1		1								1	1	6	2
Georgia	3																3	
Germany	168	77	5	4	2	2	7	6	4	1	1		5	1		-2	170	80
Ghana	15	4									1		1		1		15	4
Greece	16	8	1				1								1	1	18	9
Grenada	2																2	
Guatemala	5	3	1	1	1		2	1									7	4

Country of nationality	Number of staff, 30 June 2008		Appointments						Separations[a]						Other staff changes[b]		Number of staff, 30 June 20
			Career		Non-career		Total		Career		Non-career		Total				
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All
Guinea	4		1	1	1		2	1									6
Guinea-Bissau	1				1		1										2
Guyana	10	8													1		10
Haiti	4	3															4
Honduras	3																3
Hungary	11	4															11
Iceland	3				1		1										4
India	47	17			4	1	4	1	3		2		5			-1	46
Indonesia	17	9													-1	-1	16
Iran (Islamic Republic of)	7	5	1				1		1	1			1	1			7
Iraq	2	2															2
Ireland	10	3			2	2	2	2	1				1		1		12
Israel	12	4															12
Italy	124	62	2	1	1	1	3	2	5	2	2		7	2	-3	-2	117
Jamaica	10	7							1	1			1	1			9
Japan	113	69	1	1	3		4	1	2	1	2	2	4	3	-2	-1	111
Jordan	12	4			1	1	1	1			1	1	1	1			12
Kazakhstan	7	3															7
Kenya	27	17			1	1	1	1			1		1		1		27
Kiribati																	
Kuwait																	
Kyrgyzstan	5	2															5
Lao People's Democratic Republic	1																1
Latvia	3	1															3
Lebanon	14	8			1		1										15
Lesotho	3	3							3	1			3	1			3
Liberia	6	4															3
Libyan Arab Jamahiriya	2																2
Liechtenstein																	
Lithuania	2	1															2
Luxembourg	4	1													1		5
Madagascar	5	2	1	1			1	1							1		7
Malawi	5		2	1			2	1									7
Malaysia	9	4			2	1	2	1			1		1				10
Maldives	3	1															3
Mali	9	2							1				1				8

Country of nationality	Number of staff, 30 June 2008		Appointments						Separations[a]						Other staff changes[b]		Number of staff, 30 June 2009	
			Career		Non-career		Total		Career		Non-career		Total					
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Malta	4	2													-1	-1	3	1
Marshall Islands																		
Mauritania	5																5	
Mauritius	5	3	2	2			2	2							-1	-1	6	4
Mexico	41	16	3	2	1		4	2	3	1	1	1	4	2	-1		40	16
Micronesia (Federated States of)	1																1	
Monaco																		
Mongolia	6	3															6	3
Montenegro																		
Morocco	5	3															5	3
Mozambique	3																3	
Myanmar	7	3													2	1	9	4
Namibia	2	1															2	1
Nauru																		
Nepal	7								1				1				6	
Netherlands	40	11	3	2			3	2	1		2	1	3	1	2	1	43	14
New Zealand	15	6									4	1	4	1			11	5
Nicaragua	5	3															5	3
Niger	7	2															7	2
Nigeria	18	4							1		1		2		-1	-1	15	3
Norway	14	6	1	1			1	1	1	1			1	1	-1		13	6
Oman	1																1	
Pakistan	12	4			1		1										13	4
Palau																		
Panama	6	3															6	3
Papua New Guinea	3																3	
Paraguay	6	4															6	4
Peru	10	4			1	1	1	1			1		1				10	5
Philippines	42	30			2	1	2	1	7	4			7	4	3	3	40	30
Poland	17	5	3		1		4				3	1	3	1			18	4
Portugal	13	7	1		1	1	2	1									15	8
Qatar	1																1	
Republic of Korea	32	9	4	3			4	3							-1		35	12
Republic of Moldova	2	1															2	1
Romania	15	6			1		1								-1		15	6
Russian Federation	79	10			1		1		5		2		7		2	1	75	11

Country of nationality	Number of staff, 30 June 2008		Appointments						Separations[a]						Other staff changes[b]		Number of staff 30 June 2009	
			Career		Non-career		Total		Career		Non-career		Total					
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Rwanda	6																6	
Saint Kitts and Nevis	6	4															6	4
Saint Lucia	2	1	1				1										3	1
Saint Vincent and the Grenadines	3	1															3	1
Samoa					1		1										1	
San Marino	2	2															2	2
Sao Tome and Principe																		
Saudi Arabia	6	4									1		1		-2	-2	3	2
Senegal	11	4							1		1		2				9	4
Serbia	9	1													-1		8	1
Seychelles	4	1															4	1
Sierra Leone	2	2							1	1			1	1			1	1
Singapore	11	6	3	2			3	2	1	1			1	1	-1	-1	12	6
Slovakia	6	1			1		1										7	1
Slovenia	5	4							1				1		-1	-1	3	3
Solomon Islands	1																1	
Somalia	4	2															4	2
South Africa	23	7			2	1	2	1									25	8
Spain	54	23			1	1	1	1							-5	-2	50	22
Sri Lanka	7	3															7	3
Sudan	9	3			2	1	2	1							-1		11	4
Suriname	2	1	1				1										3	1
Swaziland	3	2															3	2
Sweden	29	19			2	1	2	1	1		1		2		-1	-1	28	19
Switzerland	29	21	10	7	1	1	11	8	1	1	3	1	4	2	-3	-2	32	24
Syrian Arab Republic	7	5							2	2			2	2			5	3
Tajikistan	1														1		2	
Thailand	14	7			1	1	1	1	2	2			2	2			13	6
The former Yugoslav Republic of Macedonia	4	1															4	1
Timor-Leste																		
Togo	7								1				1				6	
Tonga	1	1															1	1
Trinidad and Tobago	14	7			1	1	1	1			1		1		1		15	8
Tunisia	12	4									1		1				11	4
Turkey	14	8															14	8

Country of nationality	Number of staff, 30 June 2008		Appointments: Career		Appointments: Non-career		Appointments: Total		Separations[a]: Career		Separations[a]: Non-career		Separations[a]: Total		Other staff changes[b]		Number of staff, 30 June 2009	
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Turkmenistan	1	1															1	1
Tuvalu	1																1	
Uganda	20	7			1		1		2				2				19	7
Ukraine	20	2															20	2
United Arab Emirates																		
United Kingdom of Great Britain and Northern Ireland	104	44			5	1	5	1	5	4	4	1	9	5	-1	-1	99	39
United Republic of Tanzania	8	4							2	1			2	1			6	3
United States of America	341	187	9	6	10	7	19	13	14	9	13	5	27	14	1		333	186
Uruguay	11	6			1		1										12	6
Uzbekistan	8	4															8	4
Vanuatu																		
Venezuela (Bolivarian Republic of)	17	6			1	1	1	1							1		19	7
Viet Nam	4	2	1	1			1	1									5	3
Yemen	1																1	
Zambia	6	1									1		1				5	1
Zimbabwe	15	5			1		1										16	5
Subtotal	**2 794**	**1 241**	**76**	**46**	**110**	**49**	**186**	**95**	**94**	**42**	**71**	**23**	**165**	**65**	**-10**	**-11**	**2 805**	**1 259**
Palestine	1																2	1
Stateless	2																2	
Subtotal	**3**																**4**	**1**
Total	**2 797**	**1 241**	**76**	**46**	**110**	**49**	**186**	**95**	**94**	**42**	**71**	**23**	**165**	**65**	**-10**	**-11**	**2 809**	**1 260**

[a] Includes all resignations, retirements, expiry of fixed-term appointments and separations from service for any other cause.

[b] Shows gains and losses of staff resulting from:

(a) Movement between posts subject to geographical distribution and posts with special language requirements;

(b) Placement on special leave without pay or return from such leave;

(c) Detail or assignment to technical assistance projects or return from such projects;

(d) Secondment to UNDP or other United Nations bodies or return from such secondment;

(e) Promotion from the General Service category to the Professional category.

Table A.7
Staff in posts with special language requirements by nationality, grade and gender as at 30 June 2009

(Population: 875)

	No. of staff, 30 June 2008		*P-5*		*P-4*		*P-3*		*P-2*		*P-1*		*No. of staff, 30 June 2009*	
Country of nationality	*Total*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*F*	*Total*
Afghanistan														
Albania														
Algeria	5	1		1		2	1	1					1	5
Andorra														
Angola														
Antigua and Barbuda														
Argentina	17	10	3	2	3	4	3	1		1			9	17
Armenia														
Australia	1							1						1
Aus'ria	4			1		2								3
Azerbaijan														
Bahamas														
Bahrain	1	1					1						1	1
Bangladesh														
Barbados														
Belarus	5	1				4	1						1	5
Belgium	16	10	3	1	3	4	4	1					10	16
Belize														
Benin	2			1		1		1						3
Bhutan														
Bolivia	1	1					1						1	1
Bosnia and Herzegovina														
Botswana														
Brazil														
Brunei Darussalam														
Bulgaria	1													
Burkina Faso	2					2								2
Burundi														
Cambodia														
Cameroon	2			1				1						2
Canada	21	11	2	3	4	3	8	4					14	24
Cape Verde														
Central African Republic														

Country of nationality	No. of staff, 30 June 2008		P-5		P-4		P-3		P-2		P-1		No. of staff, 30 June 2009	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Chad														
Chile	3	2	1		1			1	1				3	4
China	126	43	5	20	21	46	15	16	6	3			47	132
Colombia	5	4	2				2	1					4	5
Comoros														
Congo														
Costa Rica	1	1			1								1	1
Côte d'Ivoire	1			1										1
Croatia														
Cuba	7	5			2	2	3						5	7
Cyprus														
Czech Republic														
Democratic People's Republic of Korea														
Democratic Republic of the Congo														
Denmark														
Djibouti														
Dominica														
Dominican Republic														
Ecuador	1			1										1
Egypt	32	15	8	5	3	3	4	11		1			15	35
El Salvador														
Equatorial Guinea														
Eritrea														
Estonia														
Ethiopia														
Fiji														
Finland														
France	100	71	19	8	28	9	24	8	1	1			72	98
Gabon														
Gambia														
Georgia														
Germany	3	2			1		1	1					2	3
Ghana	2			1		1								2
Greece	1			1										1
Grenada														
Guatemala														
Guinea														

Country of nationality	No. of staff, 30 June 2008		P-5		P-4		P-3		P-2		P-1		No. of staff, 30 June 2009	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Guinea-Bissau														
Guyana	3	2	1				1						2	2
Haiti														
Honduras														
Hungary														
Iceland														
India														
Indonesia														
Iran (Islamic Republic of)	1	1			1								1	1
Iraq	1	1					1						1	1
Ireland	5	3		1	1		2			1			3	5
Israel	1													
Italy	2	2	1		1								2	2
Jamaica	1	1	1										1	1
Japan														
Jordan	4	4			2		2						4	4
Kazakhstan	1			1										1
Kenya	2			1				1						2
Kiribati														
Kuwait														
Kyrgyzstan														
Lao People's Democratic Republic														
Latvia														
Lebanon	16	13			5	1	11	1	2				18	20
Lesotho														
Liberia														
Libyan Arab Jamahiriya	1													
Liechtenstein														
Lithuania														
Luxembourg														
Madagascar														
Malawi														
Malaysia														
Maldives														
Mali														
Malta														

Country of nationality	No. of staff 30 June 2008		P-5		P-4		P-3		P-2		P-1		No. of staff 30 June 2009	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Marshall Islands														
Mauritania	1					1								1
Mauritius	1	1					1						1	1
Mexico	4	3	1		1	1	1	1					3	5
Micronesia (Federated States of)														
Monaco														
Mongolia														
Montenegro														
Morocco	25	6		2	4	8	2	9		1			6	26
Mozambique														
Myanmar														
Namibia														
Nauru														
Nepal														
Netherlands	2	1					1						1	1
New Zealand	1	1			1					1			1	2
Nicaragua														
Niger	1							1						1
Nigeria														
Norway														
Oman														
Pakistan														
Palau														
Panama	1													
Papua New Guinea														
Paraguay														
Peru	5	4	1		2		1	1					4	5
Philippines														
Poland														
Portugal														
Qatar														
Republic of Korea														
Republic of Moldova														
Romania														
Russian Federation	130	11		27	2	61	4	30	5	1			11	130
Rwanda														
Saint Kitts and Nevis														
Saint Lucia														

Country of nationality	No. of staff, 30 June 2008		P-5		P-4		P-3		P-2		P-1		No. of staff, 30 June 2009	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Saint Vincent and the Grenadines														
Samoa														
San Marino														
Sao Tome and Principe														
Saudi Arabia														
Senegal	4					2		2						4
Serbia														
Seychelles														
Sierra Leone														
Singapore														
Slovakia														
Slovenia														
Solomon Islands														
Somalia														
South Africa														
Spain	70	39	8	3	14	18	21	10	1	2			44	77
Sri Lanka														
Sudan	11			1		6		4						11
Suriname														
Swaziland														
Sweden	1	1	1										1	1
Switzerland	7	5	2		1	2	5						8	10
Syrian Arab Republic	13	9	2	1	5	2	2	1		3			9	16
Tajikistan														
Thailand														
The former Yugoslav Republic of Macedonia														
Timor-Leste														
Togo														
Tonga														
Trinidad and Tobago	2	2			2								2	2
Tunisia	17	2	1	4		8	1	2	1				3	17
Turkey														
Turkmenistan														
Tuvalu														
Uganda														

Country of nationality	No. of staff 30 June 2008		P-5		P-4		P-3		P-2		P-1		No. of staff 30 June 2009	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Ukraine	7					5		2						7
United Arab Emirates														
United Kingdom of Great Britain and Northern Ireland	51	30	6	6	13	9	12	6	2	1			13	55
United Republic of Tanzania														
United States of America	84	42	4	7	14	17	19	17	1	2			38	81
Uruguay	9	8	1		4		2	1	2				9	10
Uzbekistan														
Vanuatu														
Venezuela (Bolivarian Republic of)	1	1			1								1	1
Viet Nam														
Yemen														
Zambia														
Zimbabwe	1					1								1
Subtotal	**847**	**371**	**73**	**101**	**141**	**225**	**157**	**137**	**22**	**18**			**393**	**874**
Palestine	1			1										1
Stateless														
Subtotal	**1**			**1**										**1**
Total	**848**	**371**	**73**	**102**	**141**	**225**	**157**	**137**	**22**	**18**			**393**	**875**

Table A.8

Desirable range and weighted distribution of staff in posts subject to geographical distribution and weighted staff position as at 30 June 2009

Country of nationality	Assessment percentage[1]	Desirable range[2]	Midpoint[3]	Number of staff[4]	Weighted range	Weighted midpoint	Weighted staff position
Afghanistan	0.001	3-14	7.57	1	248-1 256	678.95	107
Albania	0.006	2-14	7.86	7	203-1 256	633.77	522
Algeria	0.085	4-14	9.26	6	403-1 261	830.70	502
Andorra	0.008	2-14	7.02	2	199-1 256	630.10	130
Angola	0.003	3-14	7.35	1	229-1 256	659.68	88
Antigua and Barbuda	0.002	2-14	6.91	1	198-1 256	620.35	107
Argentina	0.325	9-19	13.75	39	803-1 665	1 234.20	3 503
Armenia	0.002	2-14	6.99	7	196-1 256	626.84	627
Australia	1.787	34-46	39.82	55	3 037-4 109	3 573.42	4 780
Austria	0.887	18-28	23.18	30	1 649-2 511	2 080.10	2 577
Azerbaijan	0.005	2-14	7.18	5	213-1 256	643.89	392
Bahamas	0.016	2-14	7.17	10	213-1 256	643.70	738
Bahrain	0.033	3-14	7.49		242-1 256	672.32	
Bangladesh	0.010	6-16	10.99	6	556-1 417	986.37	626
Barbados	0.009	2-14	7.05	8	202-1 256	632.21	527
Belarus	0.020	3-14	7.48	8	240-1 256	671.04	792
Belgium	1.102	22-32	27.14	27	2 004-2 866	2 434.92	2 625
Belize	0.001	2-14	6.90	4	188-1 256	619.17	341
Benin	0.001	2-14	7.12	7	208-1 256	638.64	499
Bhutan	0.001	2-14	6.91	5	189-1 256	620.00	451
Bolivia	0.006	2-14	7.22	7	217-1 256	647.88	571
Bosnia and Herzegovina	0.006	2-14	7.08	7	205-1 256	635.43	574
Botswana	0.014	2-14	7.18	2	213-1 256	643.89	130
Brazil	0.876	23-32	27.53	37	2 040-2 901	2 470.49	3 502
Brunei Darussalam	0.026	3-14	7.36	1	229-1256	660.11	72
Bulgaria	0.020	3-14	7.43	22	236-1 256	666.48	2 175
Burkina Faso	0.002	2-14	7.28	3	222-1 256	653.07	248
Burundi	0.001	2-14	7.10	7	207-1 256	637.47	587
Cambodia	0.001	2-14	7.25	1	220-1 256	650.68	88
Cameroon	0.009	3-14	7.50	16	242-1 256	672.85	1 464
Canada	2.977	52-71	61.72	74	4 708-6 369	5 538.49	7 208
Cape Verde	0.001	2-14	6.91	3	189-1 256	619.71	267
Central African Republic	0.001	2-14	7.00	4	197-1 256	628.20	311
Chad	0.001	2-14	7.16	3	212-1 256	642.53	258
Chile	0.161	5-15	10.21	14	485-1 347	916.14	1 184
China	2.667	75-101	88.24	85	6 730-9 106	7 917.91	7 129

Country of nationality	Assessment percentage[1]	Desirable range[1]	Midpoint	Number of staff	Weighted range	Weighted midpoint	Weighted staff position
Colombia	0.105	5-15	9.93	8	460-1 321	890.65	729
Comoros	0.001	2-14	6.91		190-1 256	620.40	
Congo	0.001	2-14	6.99	2	196-1 256	626.92	130
Costa Rica	0.032	3-14	7.57	6	248-1 256	678.96	550
Côte d'Ivoire	0.009	3-14	7.52	10	244-1 256	674.44	965
Croatia	0.050	3-14	7.90	9	278-1 256	708.47	858
Cuba	0.054	3-14	8.13	5	299-1 256	729.93	416
Cyprus	0.044	3-14	7.69	3	260-1 256	690.46	259
Czech Republic	0.281	7-17	12.23	11	667-1 528	1 097.22	957
Democratic People's Republic of Korea	0.007	3-14	7.59		251-1 256	681.26	
Democratic Republic of the Congo	0.003	4-14	8.48	6	331-1 256	761.21	453
Denmark	0.739	16-25	20.42	15	1 402-2 263	1 832.57	1 503
Djibouti	0.001	2-14	6.91	6	190-1 256	620.39	556
Dominica	0.001	2-14	6.89	3	188-1 256	618.68	232
Dominican Republic	0.024	3-14	7.55	3	247-1 256	677.71	275
Ecuador	0.021	3-14	7.59	6	250-1 256	680.80	464
Egypt	0.088	9-15	10.35	16	498-1 359	928.28	1 796
El Salvador	0.020	3-14	7.41	8	234-1 256	664.74	707
Equatorial Guinea	0.002	2-14	6.92	3	191-1 256	621.29	283
Eritrea	0.001	2-14	7.01	5	199-1 256	629.33	433
Estonia	0.016	2-14	7.20	6	215-1 256	645.93	455
Ethiopia	0.003	4-14	8.99	22	376-1 256	806.76	1 695
Fiji	0.003	2-14	6.95	10	193-1 256	623.66	835
Finland	0.564	12-22	17.24	11	1116-1 978	1547.19	1 015
France	6.301	104-141	122.77	132	9 364-12 668	11 016.07	11 969
Gabon	0.008	2-14	7.05	3	202-1 256	632.89	202
Gambia	0.001	2-14	6.94	6	192-1 256	622.33	639
Georgia	0.003	2-14	7.04	3	201-1 256	631.57	324
Germany	8.577	140-189	164.60	170	12 554-1 698	14 769.45	15 047
Ghana	0.004	3-14	7.53	15	245-1 256	675.68	1 519
Greece	0.596	13-23	17.97	18	1 182-2 043	1 612.37	1 537
Grenada	0.001	2-14	6.90	2	188-1 256	618.77	160
Guatemala	0.032	3-14	7.79	7	268-1 256	698.74	609
Guinea	0.001	2-14	7.13	6	209-1 256	639.39	455
Guinea-Bissau	0.001	2-14	6.94	2	192-1 256	622.30	214
Guyana	0.001	2-14	6.91	10	189-1 256	620.17	1 056
Haiti	0.002	2-14	7.15	4	211-1 256	641.52	396
Honduras	0.005	2-14	7.14	3	210-1 256	640.86	248
Hungary	0.244	7-16	11.55	11	606-1 467	1 036.61	1 110

Country of nationality	Assessment percentage[1]	Desirable range[2]	Midpoint[3]	Number of staff[4]	Weighted range	Weighted midpoint	Weighted staff position
Iceland	0.037	3-14	7.55	4	247-1 256	677.83	409
India	0.450	37-51	44.04	46	3 359-4 545	3 951.96	4 675
Indonesia	0.161	11-20	15.54	16	964-1 825	1 394.70	1 239
Iran (Islamic Republic of)	0.180	7-17	11.91	7	638-1 499	1 068.56	674
Iraq	0.015	3-14	7.87	2	275-1256	705.87	160
Ireland	0.445	10-20	15.06	12	921-1 782	1 351.21	1 226
Israel	0.419	10-19	14.65	12	884-1 745	1 314.72	1 033
Italy	5.079	85-116	100.52	117	7 667-10373	9 019.73	10 228
Jamaica	0.010	2-14	7.12	9	209-1 256	639.23	782
Japan	16.624	265-359	311.78	111	23 780-3 217	27 975.96	10 104
Jordan	0.012	2-14	7.24	12	219-1 256	649.63	1 125
Kazakhstan	0.029	3-14	7.78	7	268-1 256	698.46	492
Kenya	0.010	3-14	7.99	27	286-1 256	716.75	2 229
Kiribati	0.001	2-14	6.90		188-1 256	618.74	
Kuwait	0.182	5-15	10.25		489-1 350	919.66	
Kyrgyzstan	0.001	2-14	7.03	5	200-1 256	630.37	375
Lao People's Democratic Republic	0.001	2-14	7.04	1	201-1 256	631.57	88
Latvia	0.018	2-14	7.26	3	221-1 256	651.29	202
Lebanon	0.034	3-14	7.59	15	251-1 256	681.40	1 242
Lesotho	0.001	2-14	6.94	3	192-1 256	623.00	267
Liberia	0.001	2-14	6.99	3	196-1 256	626.88	302
Libyan Arab Jamahiriya	0.062	3-14	8.15	2	301-1 256	731.59	236
Liechtenstein	0.010	2-14	7.06		203-1 256	633.27	
Lithuania	0.031	3-14	7.52	2	244-1 256	674.94	176
Luxembourg	0.085	4-14	8.43	5	326-1 256	756.37	424
Madagascar	0.002	3-14	7.40	7	233-1 256	663.97	527
Malawi	0.001	2-14	7.24	7	219-1 256	649.53	483
Malaysia	0.190	6-16	10.98	10	555-1 416	985.49	1056
Maldives	0.001	2-14	6.90	3	189-1 256	619.21	204
Mali	0.001	2-14	7.20	8	215-1 256	645.99	996
Malta	0.017	2-14	7.19	3	215-1 256	645.49	188
Marshall Islands	0.001	2-14	6.89		188-1 256	618.66	
Mauritania	0.001	2-14	6.97	5	195-1 256	625.48	408
Mauritius	0.011	2-14	7.11	6	207-1 256	637.63	348
Mexico	2.257	43-58	50.48	40	3 850-5 209	4 529.84	3 039
Micronesia (Federated States of)	0.001	2-14	6.90	1	188-1 256	618.78	88
Monaco	0.003	2-14	6.93		191-1 256	621.86	
Mongolia	0.001	2-14	6.96	6	194-1 256	624.38	537
Montenegro	0.001	2-14	6.91		189-1 256	619.86	

Country of nationality	Assessment percentage[1]	Desirable range[2]	Midpoint	Number of staff[3]	Weighted range	Weighted midpoint	Weighted staff position
Morocco	0.042	4-14	8.41	5	324-1 256	754.81	557
Mozambique	0.001	3-14	7.42	3	235-1 256	686.16	343
Myanmar	0.005	3-14	8.18	9	303-1 256	733.67	668
Namibia	0.006	2-14	7.04	2	201-1 256	631.29	176
Nauru	0.001	2-14	6.89		188-1 256	618.55	
Nepal	0.003	3-14	7.63	6	254-1 256	684.55	512
Netherlands	1.873	35-47	41.28	43	3 148-4 253	3 703.86	4 012
New Zealand	0.256	7-16	11.63	11	612-1 474	1 043.13	1 242
Nicaragua	0.002	2-14	7.05	5	202-1 256	632.63	443
Niger	0.001	2-14	7.25	7	219-1 256	650.20	548
Nigeria	0.048	7-16	11.42	15	594-1 455	1 024.72	1 516
Norway	0.782	16-26	21.18	13	1 470-2 332	1 980.94	896
Oman	0.073	3-14	8.26	1	311-1 256	741.57	72
Pakistan	0.059	7-17	12.01	13	647-1 509	1 077.83	1 308
Palau	0.001	2-14	6.89		188-1 256	618.58	
Panama	0.023	3-14	7.38	6	231-1 256	661.80	497
Papua New Guinea	0.002	2-14	7.07	3	204-1 256	634.25	237
Paraguay	0.005	2-14	7.12	6	208-1 256	638.68	422
Peru	0.078	4-14	8.98	10	375-1 256	806.05	932
Philippines	0.078	6-15	10.47	40	509-1 370	939.73	3379
Poland	0.501	12-22	16.91	18	1 087-1 948	1 517.61	1 346
Portugal	0.527	12-22	16.70	15	1 068-1 930	1 498.83	1 060
Qatar	0.085	4-14	8.44	1	326-1 256	757.21	190
Republic of Korea	2.173	40-55	47.51	35	3 624-4 903	4 263.24	3 283
Republic of Moldova	0.001	2-14	6.99	2	196-1 256	626.98	187
Romania	0.070	4-14	8.68	15	348-1 256	778.63	1 270
Russian Federation	1.200	27-37	32.19	75	2 455-3 322	2 888.44	7 488
Rwanda	0.001	2-14	7.13	6	209-1 256	640.18	439
Saint Kitts and Nevis	0.001	2-14	6.89	6	188-1 256	618.64	567
Saint Lucia	0.001	2-14	6.90	3	188-1 256	618.90	218
Saint Vincent and the Grenadines	0.001	2-14	6.90	3	188-1 256	618.80	232
Samoa	0.001	2-14	6.90	1	188-1 256	618.95	129
San Marino	0.003	2-14	6.93	2	191-1 256	621.86	144
Sao Tome and Principe	0.001	2-14	6.90		188-1 256	618.88	
Saudi Arabia	0.748	16-26	21.06	3	1 459-2 321	1 890.17	248
Senegal	0.004	2-14	7.25	9	220-1 256	650.97	950
Serbia	0.021	3-14	7.50	8	242-1 256	673.05	745
Seychelles	0.002	2-14	6.91	4	190-1 256	620.35	361
Sierra Leone	0.001	2-14	7.04	1	201-1 256	631.59	129

Country of nationality	Assessment percentage[1]	Permissible range[1]	Midpoint	Number of staff	Weighted range	Weighted midpoint	Weighted staff position
Singapore	0.347	8-18	13.28	12	761-1 623	1 191.91	1 046
Slovakia	0.063	3-14	8.15	7	301-1 256	731.50	727
Slovenia	0.090	4-14	8.67	3	347-1 256	777.71	232
Solomon Islands	0.001	2-14	6.91	1	189-1 256	619.63	72
Somalia	0.001	2-14	7.11	4	207-1 256	637.89	344
South Africa	0.290	9-18	13.34	25	767-1 628	1 197.33	2 464
Spain	2.968	53-71	61.84	50	4 717-6 382	5 549.21	4 246
Sri Lanka	0.016	3-14	7.64	7	255-1 256	685.92	661
Sudan	0.010	3-14	8.01	11	288-1 256	719.02	1 012
Suriname	0.001	2-14	6.90	1	189-1 256	619.55	234
Swaziland	0.002	2-14	6.94	3	192-1 256	622.70	264
Sweden	1.071	22-31	26.54	28	1 951-2 812	2 381.45	2 558
Switzerland	1.210	26-34	29.13	32	2 183-3 045	2 613.97	2 166
Syrian Arab Republic	0.016	3-14	7.66	5	257-1 256	687.32	446
Tajikistan	0.001	2-14	7.06	2	203-1 256	633.52	136
Thailand	0.186	7-17	11.64	13	631-1 493	1 062.03	1 356
The former Yugoslav Republic of Macedonia	0.005	2-14	7.02	4	199-1 256	629.58	338
Timor-Leste	0.001	2-14	6.92		190-1 256	621.10	
Togo	0.001	2-14	7.06	6	202-1 256	633.19	521
Tonga	0.001	2-14	6.90	1	188-1 256	618.75	71
Trinidad and Tobago	0.027	3-14	7.40	15	233-1 256	663.84	1 259
Tunisia	0.031	3-14	7.69	11	260-1 256	690.38	1 101
Turkey	0.381	11-20	15.65	14	973-1 835	1 404.08	1 011
Turkmenistan	0.006	2-14	7.11	1	207-1 256	637.73	71
Tuvalu	0.001	2-14	6.89	1	188-1 256	618.56	84
Uganda	0.003	3-14	7.70	19	260-1 256	690.53	1 854
Ukraine	0.045	4-14	8.84	20	362-1 256	793.04	1 995
United Arab Emirates	0.302	8-17	12.46		688-1 549	1 118.50	
United Kingdom of Great Britain and Northern Ireland	6.642	110-148	128.93	99	9 834-13 305	11 569.48	9 991
United Republic of Tanzania	0.006	3-14	7.99	6	286-1 256	716.72	718
United States of America	22.000	352-476	413.76	333	31 558-4 269	37 127.33	30 295
Uruguay	0.027	3-14	7.45	12	238-1 256	668.31	1 051
Uzbekistan	0.008	3-14	7.70	8	260-1 256	690.86	554
Vanuatu	0.001	2-14	6.90		188-1 256	619.03	
Venezuela (Bolivarian Republic of)	0.200	6-16	11.19	19	573-1 435	1 004.19	1 646
Viet Nam	0.024	5-14	9.48	5	420-1 281	850.48	385
Yemen	0.007	3-14	7.56	1	247-1 256	678.14	
Zambia	0.001	2-14	7.19	5	214-1 256	645.97	387

Country of nationality	Assessment percentage[a]	Desirable range[b]	Midpoint	Number of staff[c]	Weighted range	Weighted midpoint	Weighted staff position
Zimbabwe	0.008	3-14	7.35	16	229-1 256	659.65	1 523
Total	**100.00**			**2 805**		**296 113.04**	

[a] Based on General Assembly resolution 55/5 B.

[b] Derived from application of the methodology established by the General Assembly in its resolution 42/220.

[c] Calculated on the basis of the membership, population and contribution factors.

[d] Excludes staff members from non-Member States.

Table A.9

Gender distribution of staff in the United Nations Secretariat by department or office and grade as at 30 June 2009

A. Staff in the Professional and higher categories in posts subject to geographical distribution

	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total			
Department/office	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*Total*	*Percentage women*
CTED			1						1		1	1	1						4	1	5	20.0
DESA	1		2	1	5	4	19	10	37	19	39	42	26	24	23	13			152	113	265	42.6
DFS		1	1		1		2	1	2	4	4	7	11	13	6	4			27	30	57	52.6
DGACM	1		1		1	3	11	4	11	2	6	7	5	9	2	1			38	26	64	40.6
DM/CMP						1			1	2	1		3						5	3	8	37.5
DM/OCSS			1		2		4		4	4	8	7	8	8	5	4			32	23	55	41.8
DM/OHRM				1	1	2	3	1	7	8	10	12	4	11	5	5			30	40	70	57.1
DM/OPPBA			1		1	1	6	2	6	12	12	18	13	12	4	4			43	49	92	53.3
DM/OUSG		1			1	1	4	4	5	6	3	2	2	4	1	1			18	19	37	51.4
DM/SECCOM							1		2	2		3		1					3	6	9	66.7
DPA	1		2		4	2	8	5	15	11	20	15	8	12	7	3			65	48	113	42.5
DPI	1				2	1	6	11	18	15	38	27	29	45	17	27			111	126	237	53.2
DPKO	1		2		2	2		1	3	7	1	5	4	7	3	6			16	28	44	63.6
DSS	1				1		2		7	1	10	5	7	7		1			28	14	42	33.3
ECA	1					1	7	3	25	4	35	18	26	9	11	5			101	40	141	28.4
ECE	1				1		4	3	14	5	19	9	14	12	7	7			60	38	98	38.8
ECLAC		1					7	2	16	5	36	13	17	11	16	16			92	48	140	34.3
ESCWA	1	1	2		1		1	2	1	1	4	4	1	1	1	1			12	10	22	45.5
ESCAP		1			1		9	3	18	6	28	10	22	12	11	15			89	47	136	34.6
EM/WA	1						5	1	10	6	11	6	7	7	5	4			39	24	63	38.1
ETHICS					1					1		1	1						2	2	4	50.0
FM/DFS			1		1		5	1	8	7	14	12	12	16	2	5			45	41	86	47.7
ICT			1				3		6	3	12	6	12	3	3	2			37	14	51	27.5
INTEROS/2									1	1		2	2						3	3	6	50.0
OAJ					1			1		2		1							1	4	5	80.0
OCHA	1			1	1		5	2	10	6	6	16	13	12	3	8			37	45	82	54.9
ODA	1					1	1	2	10	2	8	1	2	1	1	3			23	10	33	30.3
OHCHR		1		1	3	1	5	1	27	10	24	30	24	35	7	20			80	99	179	55.3
OHRLLS	1					1	1		1		2	1	1	1					6	3	9	33.3
OIOS		1					2	1	5	2	7	7	5	9	4	9			23	29	52	55.8
OLA		1	1		3	1	3	4	12	5	9	12	5	10	4	6			37	39	76	51.3
OMBUDSMAN			1							1	1			1					2	2	4	50.0
OSAA					1		1			2		1		3					2	6	8	75.0
OSLA									1										1		1	

Department/office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	Percentage women
OSRSG/CAAC		1								1	2			1					2	3	5	60.00
RC/NY									1			1							1	1	2	50.00
UN-Habitat		1			1		1	1	4	4	9	4	2	7	2	5			19	22	41	53.66
UNCC																						
UNCTAD	1		1		3	2	7	5	28	10	26	13	30	25	11	9			107	64	171	37.43
UNEP	1				1		2	1	1	2	2	5	3	1	1	1			11	10	21	47.62
UNFIP					1		1	1											2	1	3	33.33
UNODC	1				2		6	1	12	3	9	19	9	16	4	7			43	46	89	51.69
UNOG	1			1	1	1	5	4	12	5	16	10	14	16	6	17			55	54	109	49.54
UNON					1		1		3	1	5	1	8	6	2	3			20	11	31	35.48
UNOV						1	2	1	5	3	10	6	4	3	4	4			25	18	43	41.86
Total	**17**	**10**	**20**	**5**	**47**	**26**	**148**	**81**	**340**	**191**	**444**	**360**	**355**	**371**	**178**	**216**			**1 549**	**1 260**	**2 809**	**44.86**

[a] Inter-organizational bodies include the secretariat of the Joint Inspection Unit.

B. Staff in the Professional category in posts with special language requirements

	P-5		P-4		P-3		P-2		P-1		Total			
Department/office	M	F	M	F	M	F	M	F	M	F	M	F	Total	Percentage women
CTED					2						2		2	
DESA														
DFS														
DGACM	55	45	108	76	72	84	9	14			244	219	463	47.30
DM/CMP														
DM/OCSS														
DM/OHRM														
DM/OPPBA												1	1	100.00
DM/OUSG						1						1	1	100.00
DM/SECCOM				1										
DPA														
DPI														
DPKO														
DSS														
ECA			3	1	4		1				8	1	9	11.11
ECE	1					1					1	1	2	50.00
ECLAC			1	1		5		2			1	8	9	88.89
EOSG														
ESCAP	1		7		6	3					14	3	17	17.65
ESCWA		1	1			4		1			1	6	7	85.71
ETHICS														
FM/DFS														
ICT														
INTERORG[a]														
OAJ														
OCHA														
ODA														
OHCHR				1	1	1					1	2	3	66.67
OHRLLS														
OIOS												1	1	100.0
OLA						1								
OMBUDSMAN														
OSAA														
OSLA														
OSRSG/CAAC														
RC/NY														
ROL														

	P-5		*P-4*		*P-3*		*P-2*		*P-1*		*Total*			
Department/office	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*Total*	*Percentage women*
UN-Habitat														
UNCC														
UNCTAD					1		1				2		2	
UNEP	1										1		1	
UNFIP														
UNODC														
UNOG	34	20	71	47	36	48	4	4			145	119	264	45.08
UNON	2		8	7	6	1					16	8	24	33.33
UNOV	8	7	26	7	9	8	3	1			46	23	69	33.33
Total	**102**	**73**	**225**	**141**	**137**	**157**	**18**	**22**			**482**	**393**	**875**	**44.91**

[a] Inter-organizational bodies include the secretariat of the Joint Inspection Unit.

A.10

Staff at senior levels in posts subject to geographical distribution by nationality and grade as at 30 June 2009

	USG					*ASG*					*D-2*					*D-1*					*Total*				
Country of nationality	*2005*	*2006*	*2007*	*2008*	*2009*	*2005*	*2006*	*2007*	*2008*	*2009*	*2005*	*2006*	*2007*	*2008*	*2009*	*2005*	*2006*	*2007*	*2008*	*2009*	*2005*	*2006*	*2007*	*2008*	*2009*
Afghanistan																									
Albania																									
Algeria																1	1	1	1		1	1	1	1	
Andorra																									
Angola																									
Antigua and Barbuda																									
Argentina	1	1	1	2	1						1	2	2	2	2	3	1	1	2	2	5	4	4	6	5
Armenia											1	1	1	1	1						1	1	1	1	1
Australia									1	1	1	2	2	1	1	2	3	3	3	5	3	5	5	5	7
Austria									1	1										1				1	2
Azerbaijan																									
Bahamas																									
Bahrain																									
Bangladesh	1	1	1													1	3	3	1	1	2	4	4	1	1
Barbados																									
Belarus																3	2	2	2	2	3	2	2	2	2
Belgium											2	3	3	2	3	6	4	4	3	3	8	7	7	5	6
Belize																									
Benin																									
Bhutan																1	1	1			1	1	1		
Bolivia																									
Bosnia and Herzegovina																									
Botswana		1																				1			
Brazil				1	1		1	1	1	1	1					3	2	2	2	2	4	3	3	4	4
Brunei Darussalam																									
Bulgaria										1						1	1	2	2	3	1	1	2	2	4
Burkina Faso																2	2	1			2	2	1		
Burundi																									

Country of nationality	USG					ASG					D-2					D-1					Total				
	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009
Cambodia																									
Cameroon													1	1	1	1	1			1	1	1	1	1	2
Canada	2	1	1	1					1	1			1	2	3	4	5	4	2	4	6	6	6	6	8
Cape Verde																									
Central African Republic																									
Chad													1	1	1								1	1	1
Chile						1										4	3	2	2	2	5	3	2	2	2
China	1	1		1	1						2	2	1		2	4	6	9	8	8	7	9	10	9	11
Colombia	1	1	1												1	1	3	3	2		2	4	4	2	1
Comoros																									
Congo																									
Costa Rica																2	1	1			2	1	1		
Côte d'Ivoire																1	1	2	2	2	1	1	2	2	2
Croatia																			1	1				1	1
Cuba																									
Cyprus																				1					1
Czech Republic											1	1	1	1	1						1	1	1	1	1
Democratic People's Republic of Korea																									
Democratic Republic of the Congo																									
Denmark							1	1		1	1										1	1	1		1
Djibouti																			1	1				1	1
Dominica																									
Dominican Republic																		1	1	1			1	1	1
Ecuador																1	1	1			1	1	1		
Egypt	1	1	1	1	1						1	1	1	2	2	2	1	3	4	4	4	3	5	7	7
El Salvador																									
Equatorial Guinea																									
Eritrea																			1	1				1	1

Country of nationality	USG					ASG					D-2					D-1					Total				
	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009
Estonia																									
Ethiopia							1	1	1		1					2	2	1	1	1	3	3	2	2	1
Fiji																									
Finland											1	1	1			1	1	2	1	1	2	2	3	1	1
France	1	1	1	1	1			1	1	1	2	3	1	2	4	15	15	17	15	14	18	19	20	19	20
Gabon																									
Gambia		1	1	1	1						1	1					1	1	1	1	1	3	2	2	2
Georgia																		1	1	1			1	1	1
Germany	1	1	1	2	2	1	1	1		1	4	4	7	7	7	13	12	14	15	14	19	18	23	24	24
Ghana	1											1	1	1	1	2	2	2	2	2	3	3	3	3	3
Greece																1	2	3	3	3	1	2	3	3	3
Grenada																									
Guatemala									1	1														1	1
Guinea																									
Guinea-Bissau																									
Guyana									1	1	1	1	1			2	2	2	2	3	3	3	3	3	4
Haiti																			1	1				1	1
Honduras																									
Hungary																1	1	1	3	3	1	1	1	3	3
Iceland																				1					1
India	1	2	1	1	1						2	2	2	2	4	6	9	7	7	9	9	13	10	10	14
Indonesia																									
Iran (Islamic Republic of)													1	1		3	4	3	2	2	3	4	4	3	2
Iraq																3	2	1			3	2	1		
Ireland					1	1							1	1		1	1				2	1	1	1	1
Israel																1	1	2	2	2	1	1	2	2	2
Italy	1	1	1	1	1	1	1	1			3	3	3	3	1	1	1	3	3	2	6	6	8	7	4
Jamaica						1	1	1													1	1	1		
Japan	1	1	1	1	1					1	2	2	2	2	1	3	4	3	3	5	6	7	6	6	8
Jordan												1	1	1	1		1	1	1	1		2	2	2	2

Country of nationality	USG					ASG					D-2					D-1					Total				
	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009
Kazakhstan																									
Kenya																2	2	1	1	1	2	2	1	1	1
Kiribati																									
Kuwait											1										1				
Kyrgyzstan																				1					1
Lao People's Democratic Republic																									
Latvia																									
Lebanon											1										1				
Lesotho																									
Liberia																1			1		1			1	
Libyan Arab Jamahiriya																1			1	1	1			1	1
Liechtenstein																									
Lithuania																									
Luxembourg																									
Madagascar																									
Malawi																									
Malaysia						1	1	1	1	1				1	1	1	2	3	2	2	2	3	4	4	4
Maldives																									
Mali				1	1						1	1	1	2	2	2	2	3	3	2	3	3	4	6	5
Malta											1										1				
Marshall Islands																									
Mauritania																									
Mauritius																									
Mexico		1	1	1	1						4	4	4	2	1	3	2	1	1	2	7	7	6	4	4
Micronesia (Federated States of)																									
Monaco																									
Mongolia																				1					1
Montenegro																									
Morocco																1			1	1	1			1	1

Country of nationality	USG					ASG					D-2					D-1					Total				
	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009
Mozambique														1	1	1	1			1	1	1		1	2
Myanmar																									
Namibia						1	1														1	1			
Nauru																									
Nepal																									
Netherlands							1				1	2	2	2	1	3	3	3	5	5	4	6	5	7	6
New Zealand						1	2	2	2	2	2	2	1	1		1	2	2	2	2	4	6	5	5	4
Nicaragua																									
Niger											1	1	1	1	1						1	1	1	1	1
Nigeria		1											2	2	1	3	3		1	1	3	4	2	3	2
Norway	1	1																			1	1			
Oman											1					1					2				
Pakistan						1	1				2	1	1		1	2	2	2	3	3	5	4	3	3	4
Palau																									
Panama											1	1	1								1	1	1		
Papua New Guinea																									
Paraguay																									
Peru											1					3	3	2	2	1	4	3	2	2	1
Philippines																									
Poland		1	1	1												2					2	1	1	1	
Portugal																									
Qatar				1	1																			1	1
Republic of Korea	1	1	1					1	3	3						1	1	1			2	2	3	3	3
Republic of Moldova																1	1	1	1	1	1	1	1	1	1
Romania																1	1	1	1	1	1	1	1	1	1
Russian Federation	1	1	1	1	1				1	1	3	4	4	4	6	14	16	13	11	8	18	21	18	17	16
Rwanda																									
Saint Kitts and Nevis																			1	2				1	2
Saint Lucia																									
Saint Vincent and the Grenadines																									

Country of nationality	USG					ASG					D-2					D-1					Total				
	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009
Samoa																				1					1
San Marino																									
Sao Tome and Principe																									
Saudi Arabia																1		1	1		1		1	1	
Senegal											2	2	2	2	2	2	2	1	2	2	4	4	3	4	4
Serbia																									
Seychelles																1	1	1	1	1	1	1	1	1	1
Sierra Leone											1	1					1	2	2	1	1	2	2	2	1
Singapore				1	1	1	1	1			1	1	1	1	1	3	2	1	1	1	5	4	3	3	3
Slovakia	1				1															1	1				2
Slovenia						1					1	1	1	1							2	1	1	1	
Solomon Islands																									
Somalia																									
South Africa					1				1	1			1	1	2			1	1	1			2	3	5
Spain																1	1	1			1	1	1		
Sri Lanka		1	1	1	1																	1	1	1	1
Sudan																1	1				1	1			
Suriname																									
Swaziland																									
Sweden		1	1	1	1	2	2	2			1	1	1	1	2	1	1	1	1	2	4	5	5	3	5
Switzerland	1	1	1	1									1	1		3	3	2	3	1	4	4	4	5	1
Syrian Arab Republic																2					2				
Tajikistan																									
Thailand		1	1	1	1											2	2	2	2	2	2	3	3	3	3
The former Yugoslav Republic of Macedonia																									
Timor-Leste																									
Togo																			1	1				1	1
Tonga																									
Trinidad and Tobago											1	1	1	1	1	1					2	1	1	1	1
Tunisia						1	1	2	1	1						2	2	2	2	2	3	3	4	3	3
Turkey																4	3	1			4	3	1		

Country of nationality	USG					ASG					D-2					D-1					Total				
	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009
Turkmenistan																									
Tuvalu																									
Uganda						1	1	1	1	1	1	1	1	1	1	2	2	3	3	2	4	4	5	5	4
Ukraine																2	2	2	4	5	2	2	2	4	5
United Arab Emirates																									
United Kingdom of Great Britain and Northern Ireland	2	2	2	2	1	2	1	2	1	1	4	4	3	2	2	10	11	15	20	18	18	18	22	25	22
United Republic of Tanzania	1	1	2	2	2																1	1	2	2	2
United States of America	1	1	1	1	2	2	3	4	4	3	5	6	5	6	7	38	42	36	39	39	46	52	46	50	51
Uruguay											1										1				
Uzbekistan																									
Vanuatu																1					1				
Venezuela (Bolivarian Republic of)											1	1	1	1	1	1	1	1	1	1	2	2	2	2	2
Viet Nam																									
Yemen																									
Yugoslavia																									
Zambia																1	2	1	1		1	2	1	1	
Zimbabwe															1			1	2	1			1	2	2
Subtotal	**22**	**28**	**24**	**28**	**27**	**19**	**21**	**23**	**23**	**25**	**67**	**66**	**70**	**67**	**73**	**221**	**223**	**218**	**227**	**228**	**329**	**338**	**335**	**345**	**353**
Palestine																	1	1	1	1		1	1	1	1
Stateless							1	1			1										1	1	1		
Subtotal							**1**	**1**			**1**						**1**	**1**	**1**	**1**	**1**	**2**	**2**	**1**	**1**
Total	**22**	**28**	**24**	**28**	**27**	**19**	**22**	**24**	**23**	**25**	**68**	**66**	**70**	**67**	**73**	**221**	**224**	**219**	**228**	**229**	**330**	**340**	**337**	**346**	**354**
Developing countries	9	15	12	15	15	8	9	9	11	10	32	26	29	27	32	92	88	82	83	82	141	138	132	136	139
Developed countries	11	11	10	11	10	10	12	14	11	13	29	33	34	33	33	104	111	113	118	119	154	167	171	173	175

Country of commodity	LSG					ASG					D-2					D-1					Total				
	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009	2005	2006	2007	2008	2009
Countries with economies in transition	2	2	2	2	2	1			1	2	6	7	7	7	8	25	24	23	26	27	34	33	32	36	39
Other							1	1			1						1	1	1	1	1	2	2	1	1
Total	**22**	**28**	**24**	**28**	**27**	**19**	**22**	**24**	**23**	**25**	**68**	**66**	**70**	**67**	**73**	**221**	**224**	**219**	**228**	**229**	**330**	**340**	**337**	**346**	**354**

Table A.11
Methodology for deriving weighted ranges

Grade	*(1) Number of staff*	*(2) Percentage of total*	*(3)=(2) x base Weighted number of staff*	*(4) Salary[a]*	*(5)=(3) x (4) Weighted base figure*
USG	27	0.97	32.01	195	6 242
ASG	25	0.90	29.70	177	5 257
D-2	73	2.59	85.47	145	12 393
D-1	229	8.16	269.28	133	35 814
P-5	531	18.90	623.70	110	68 607
P-4	804	28.62	944.46	90	85 001
P-3	726	25.84	852.72	74	63 101
P-2	394	14.02	462.66	60	27 760
Total	**2 809**	**100.000**	**3 300.00**		**304 176**

[a] Gross annual salary, in United States dollars, divided by 1,000. Salary scale effective 1 January 2009.